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THE AGENCY FOR INTERNATIONAL DEVELOPMENT

in cooperation with

THE INTERNATIONAL TRADE ADMINISTRATION  
of the  
UNITED STATES DEPARTMENT OF COMMERCE

Presents

THE ENTREPRENEURS INTERNATIONAL CONFERENCE

Tuesday, December 2, 1986  
The Wyndham Franklin Plaza Hotel  
Philadelphia, Pennsylvania

CO-SPONSORED BY

Spring Garden College

The National Association of Manufacturers

The United States Council for International Business

The International Executive Service Corps

The Service Corps of Retired Executives

The World Trade Association of Philadelphia

The Greater Philadelphia Chamber of Commerce

**ENTREPRENEURS INTERNATIONAL**

Sponsored by

The Agency for International Development

Wednesday, March 25, 1987  
The St. Francis Hotel  
San Francisco, California

In Cooperation With

The White House Office of Private Sector Initiative

The U.S. Department of Commerce:  
International Trade Administration

and

The National Association of Manufacturers  
The U.S. Council for International Business  
The International Executive Service Corps  
The Service Corps of Retired Executives

The San Francisco Chamber of Commerce  
The Oakland Chamber of Commerce  
The San Jose Chamber of Commerce  
The San Rafael Chamber of Commerce  
The Berkeley Chamber of Commerce  
The San Francisco Office of Economic Development  
The San Francisco Council of District Merchants  
The South Market Business Association  
The Community Entrepreneurs Association  
The Small Business Network  
The Asia Foundation  
The University of San Francisco

## ADVANTAGES FOR BUSINESS

As business people considering participating in Entrepreneurs International, you'll have, above all, one question: "What's in it for me?" Do we ask you to give of your time and expertise to train aspiring entrepreneurs merely as a symbolic gesture of support for your country and its free enterprise system? As honorable a rationale as that might sound, it's not enough. We realise your participation in Entrepreneurs International must offer your company concrete advantages.

Your interests and those of Third World entrepreneurs do indeed converge. There are real benefits in participant training for U.S. business. Such benefits may seem sometimes more fortuitous than negotiable; the pay-off for a two to four week stay can rarely be realised right at the moment of training. But, in time, real gains are not only possible but extremely probable.

Export-oriented business leaders in communities

around the country have long recognised the community of interests which unite their companies and Third World firms. Trainees from the Third World have gained valuable insight into the business methods and social attitudes of Americans, as well as useful professional advancement. For them, on-the-job experience is a key element in translating formal education of the classroom variety into the practical applications of business at home. Moreover, it has been found that individuals from developing nations who train in the United States tend to have a better understanding of, and a long-term preference for, goods and services provided by U.S. firms.

As for the host company, past on-the-job training experiences have served to foster continuing professional relations and joint venture arrangements between the U.S. firm and the participant's concern. Instead of having to gird for future competition, they can preempt it by building business partnerships. They gain insight unobtainable anywhere else into overseas markets for their products. Many small and medium sized American manufacturers have now seen that expanding international trade is at once a profitable means to

expand markets, while contributing to the reduction of our balance of payments deficit.

Several case studies taken from AID's International Executive Development Program illustrate the numerous benefits which training a Third World entrepreneur brings to American business.

Ian Randle is managing director of Heinemann Educational Books (Caribbean) Ltd, a Jamaican publishing company specializing in educational books. He requested four weeks' U.S. training to see how large U.S. publishing firms approached major textbook projects. As particular areas of interest, he targeted design, cost and pricing. More specifically, Mr. Randle wished to learn about paper supply sources and paper buying practices in the U.S., as well as to obtain a general overview of various U.S. printing operations. Also on his shopping list was investigating the possibility of adapting materials already published by U.S. educational publishers for use in his home market. Taken all together, Mr. Randle's requested program represented his desire to open up a mutually profitable relationship between American publishers

and his own firm.

Mr. Randle expressed his complete satisfaction with the quality and usefulness of his training. "The exposure of U.S. Businesses was important in giving me a clear appreciation of the possibilities and limits of possible business cooperation. From my perspective, the visits clearly defined the options open to our company in doing business with U.S. companies. This will make future planning much easier."

During his brief U.S. stay he reached agreement with Johns Hopkins University Press to market that company's books in the Caribbean market. He also held extensive negotiations with executives from Houghton Mifflin Co., with a view to marketing their books in his own home market. Additionally, Mr. Randle arranged an internship for one of his own staff members at the Publishing Institute of the University of Denver.

In fact, Mr. Randle's U.S. training induced him to

radically change his business strategy. Previously, he had been convinced that his best chance to cooperate with American firms was to negotiate agreements with principal publishers having large market shares. His stay in the U.S. taught him that a different approach was advisable. He found that larger, profit-conscious publishing houses, have little interest in entering into joint ventures in smaller markets. So, Mr. Randle totally revamped his approach, arranging meetings with executives from much smaller, high quality firms, who had real interest in collaboration. The Johns Hopkins agreement is just one example of this, with several others still in the works. Meanwhile, just being in contact with so many U.S. publishers has since helped Mr. Randle hone concept development and implementation planning in his own firm.

Clearly, Mr. Randle's U.S. training has proven the key to establishing what promise to be long-lasting trade and economic ties with American firms seeking overseas markets for their products. At the same time, Heineman Books, Mr. Randle's own firm benefitted handsomely from his U.S. experience, which he has put to use in many profitable ways.

As Assistant Project Manager of Promociones Industriales, a Dominican Republic producer of food and household cleaning products, Mr. Juan Jose Dalmasy sought training with U.S. firms to improve his skills and knowledge of forecast analysis, business planning and employee relations. Also on his agenda were ways to expand his company's product line. Of particular interest to Mr. Dalmasy was the possibility of obtaining external sources of financing for his company's participation in the development of a new industrial park in Santo Domingo.

During his four week stay in the United States, Mr. Dalmasy met with officials from a variety of chemical, woodworking and food preparation concerns, as well as business associations. He noted that he received excellent assistance in the areas of sales, supplies, equipment and technical aspects of production, as well as budgeting and accounting. "They showed me the latest advances in technology to improve efficiency and suggested new ways of ordering to maintain an adequate inventory," he said. Perhaps more importantly, American firms Mr. Dalmasy visited

expressed serious interest in investing in the Industrial Park project. "I made excellent contacts with associations and different groups of persons with interest in investing under the Caribbean Basin Initiative, which could have taken years to achieve in other conditions," said Mr. Dalmasy.

Also of mutual benefit were arrangements Mr. Dalmasy concluded for his company to market chemicals, fertilizers and machinery in the Caribbean region for Prime International Co. Going in the other direction, Dalmasy concluded an agreement allowing Group Bermudez, of El Paso Texas, to assist Promociones Industriales with local and international marketing of its products.

What more can be said about the mutual advantages that accrue to both the private sector host and the Third World trainee? Training need not be a zero-sum game; in these cases, both sides gained considerably from the whole experience. Without the information process embodied in the training framework, American companies seeking profitable investment and marketing opportunities would have gone wanting, and new

markets for their products untapped. By the same token, the opportunity for Promociones Industriales and Heinemann Books to tap American production and management know-how, means a brighter future for them of rising profits and accelerated growth.

## CULTURAL ADJUSTMENT

Those of you who are considering participating in Entrepreneurs International may ask about the cultural problems trainees might face during their stay in the United States. What will your role be in introducing participants to the American way of life? What difficulties might you experience as trainers?

First off, although most training programs will be relatively short, participants may face certain problems in "taking it all in" -- i.e. in adjusting to differences between our culture and that of their home countries. Trainees invariably bring with them their own "cultural baggage" -- beliefs, attitudes and rules which governed their behavior at home, but have little relevance here. They may perceive situations differently than do Americans, have different values. These factors, combined with anxiety at being far from home may, if left unattended, reduce the trainee's ability to function well, and to make the most of his experience.

However, problems like these, sometimes unavoidable in this type of situation, need not pose obstacles to a mutually satisfying training experience. With this in mind, it is often advisable to designate a host company employee as cultural advisor or buddy, who eases the participant's adjustment to the United States by explaining American culture and behavior, and who will answer trainees' countless questions on everything from the mundane to the inspiring aspects of our way of life.

As another means of easing the cultural transition, you should actively incorporate participants into the mainstream of your everyday operations. Staff should treat trainees as professional equals. You might even encourage participants to attend staff and management meetings, gripe sessions, and the like. With the basis of a solid professional relationship and common interests established, camaraderie between trainees and trainers can flourish in a much more relaxed context.

As a business people seeking new markets and

investment opportunities, you'll want to take advantage of the two-way "cultural conduit" the trainee represents. Staff can profit from the training experience by taking the opportunity to ask the participant about his own country -- its culture, the political and economic climate, as well as local business practices. For hopefully, this initial training experience represents for your company the beginning of a long and mutually profitable relationship with a business person who will, in all likelihood, one day be a leader in his or own country.

Your firm can introduce visitors to other aspects of corporate life in America, such as your own business associates and local service clubs. This will round out and enrich your visitor's experience. More importantly, these initial introductions let the participant begin to create that all-important network of profitable business contacts, which will represent the ultimate fruition of private sector training.

As an equally important means of making training a truly fulfilling experience, you should provide

trainees the chance to experience the American way of life first hand. No structured program is necessary here. Instead, the total training experience, in and of itself, represents the best possible course in American culture, customs and outlook, and is the natural way to assure the trainees take a favorable and long-lasting impression of the United States back home with them.

Experiencing American lifestyles is crucial to building a lasting understanding of our culture. Past trainees have been curious about all aspects of the America, including family life, worship, education, sports, community affairs, local government and typical patterns of recreation and entertainment. To provide the best idea of these, participants should be made to feel as at-home and socially-accepted as possible. Firms are ideally situated to impart an understanding of the local community, and participants have often appreciated the opportunities organized by their company to meet fellow employees and other community members in a non-work environment. In some cases, host company staff have included participants in family outings , such as barbecues, as well as other social or

business activities, like after-work social hours. There are great personal rewards here, not least of which is a profound sense of pride in sharing one's way of life with a newly arrived colleague from a foreign land. In this way, participants see the quality of life that comes from dedication to hard work and the willingness to sacrifice for a job-well-done.

## HEALTH INSURANCE

A major concern to any company which participates in Entrepreneurs International is the potential liability to which the company might be exposed in the event of illness or injury of a trainee, whether as the result of natural or accidental causes, or as the result of the negligent or intentional actions of the company and its agents and employees.

The Agency for International Development has an established comprehensive program of health and accident insurance coverage which is provided by the agency to participants in agency-sponsored training programs. This coverage is designed to meet and pay the reasonable and eligible health and accident costs of A.I.D.-funded participants. The A.I.D. Participant Health and Accident Coverage (HAC) Program covers the participant while the participant is in a training status. Pursuant to the rules and regulations established by A.I.D. relating to requirements for health and accident insurance coverage, all participants in Entrepreneurs International would normally be entitled to receive

full coverage under the HAC Program. However, the accompanying dependents of participants are not eligible for the HAC Program. A.I.D. policy requires that all participants and their accompanying dependents be covered by health and accident insurance while in training status, and therefore the participant will be advised to make other arrangements to provide such insurance to accompanying dependents prior to leaving his home country. The agency can provide assistance in attempting to locate suitable insurance coverage for the accompanying dependents of a participant upon request.

The HAC Program coverage is effective for the participant on the date the participant leaves his home country for the United States. The coverage continues until the participant returns directly to his country of origin, or until such time as the participant is released from A.I.D.'s responsibility, whichever should occur first. The participant will receive an HAC identification card providing proof of his enrollment in the HAC Program.

In the even a participant is covered under more than one health plan, the HAC Program provides for

coordination of benefits payable under the HAC Program with benefits payable under other health coverage. The total benefit received by any one person from the HAC Program and any other coverage may not exceed 100 percent of the total allowable expense under the HAC Program. Where double coverage exists, the HAC Program will pay expenses for covered charges after any other coverage pays its benefits in full. Upon payment of benefits, the HAC Program becomes subrogated to whatever rights the participant may have to make a claim for the benefits paid by the HAC Program.

#### LIABILITY

It should be expected that the insurance coverage provided to the trainees under the HAC Program will cover the potential liability which could be incurred by the company for illness or injury resulting from natural causes or from accidental causes. However, the coverage provided by the HAC Program covers only medical expenses relating to illness or injury, and is not a general liability insurance coverage. Furthermore, this coverage would not protect the company from liability for its negligent or intentional acts, or the negligent or intentional

acts of its employees and agents, which result in illness or injury to a trainee.

Although the legal standards for negligence vary from state to state, generally negligence is defined as failing to do something which a reasonable man would do, guided by those ordinary considerations which ordinarily regulate human affairs, or the doing of something which a reasonable and prudent man would not do. Simply stated, negligence is the failure to exercise reasonable care. In the routine business environment, negligence is the exception, not the rule of behavior, for which most companies have purchased adequate general liability insurance. General liability coverage should apply as well to Entrepreneurs International. Presuming that the company will conduct training in the normal course of its business, as it would conduct any similar training program, negligence claims should not be any greater concern than usual for the company.

If a participant should suffer illness or injury while on the premises of the company, and if it can be shown that the direct, proximate cause of the illness or injury was due to the negligent actions of the company or its employees and agents, the company

could be responsible for the damages resulting from those negligent actions. However, the injured trainee must prove not only that the company was negligent, but he must also prove that this negligence directly caused the injury in question. Local state laws govern the extent to which it is necessary to make such proof. The company would not be liable unless it was proved that there was a duty of care owed to the trainee, which duty was breached, and which breach caused an injury resulting in damage to the trainee. The duty owed by the company to the trainee, as well as to all persons, is to exercise reasonable care.

While the HAC Program would cover the medical expenses of the participant, the HAC Program would be subrogated to the rights of the participant as against the company to recover those expenses. The participant would also have the right to seek recovery against the company for any other damages sustained as a result of proven negligence, including damages for pain and suffering, loss of earning capacity, permanent disability, and other types of general damages. The nature, extent and amount of possible damages would be determined by the local law and practice governing the claim.

The potential liability of a company to a trainee for negligent acts is no different from the liability which would arise as to any third party who might suffer damages as a result of proven negligent acts. Most companies obtain policies of insurance to cover the general liability of the company for negligent acts, and this insurance coverage should apply as well to the trainees in Entrepreneurs International. The company should check with its own insurance carrier to determine whether general liability for negligent acts is included in that company's insurance coverage, and should obtain adequate liability coverage, or increase the extent of coverage as appropriate. However, presuming that Entrepreneurs International is conducted like similar corporate programs, the possibility of a negligence claim arising should be no greater than under such similar corporate programs.

The company would not be liable for any wrongful acts of the trainees themselves, unless such acts occur as a part of the training program being conducted by the company, or unless such acts occur under the auspices of the company, such as at the request of the company or while the trainee is under the direct control of

the company. Thus, the company would not be responsible for such items as the personal debts of a trainee, for the intentional or criminal acts of a trainee outside of his training program, nor for damages which a trainee might cause in his personal activities unrelated to the training program.

### **TAX CONSEQUENCES**

Training expenses occurring under Entrepreneurs International qualify as trade or business expenses as stipulated in Section 162 of the Internal Revenue Code.

Section 162(a) of the Code allows as an itemized deduction to individuals and corporations "all the ordinary and necessary expenses paid or incurred during the taxable year in carrying on any trade or business..." In order to qualify for the deduction as trade or business expenses, there are three basic requirements which must be met: (1) the expense must have been incurred in the actual carrying on of a trade or business enterprise; (2) the expenses must be ordinary and necessary; and (3) the expenses must be paid or incurred within the taxable year in which

the deduction is taken. Assuming that all three of these requirements are met, the training company will be able to deduct from its income during any particular taxable year all of its costs relating to the conduct of Entrepreneurs International. The types of expenses which could be included in this deduction are those of travel, lodging, meals, preparation of materials, supplies, salaries, rental of facilities and equipment, and other related expenses. As long as these expenditures are related to the conduct of the program, and as long as they are reasonable and necessary in the conduct of the program, they will qualify as deductible expenses under section 162.

Corporations are currently (in 1986) paying Federal income taxes on the taxable income of the corporation at progressive rates beginning at 15 percent and extending to 46 percent. The amount of tax savings which will be realized by the company will be determined based on the applicable tax rate being paid by the company. A company paying income tax at the highest bracket will realize a tax savings of 46 cents for each dollar expended in conduct of Entrepreneurs International. The company would thereby realize substantial tax advantages.

Under the Tax Reform Act of 1986, the tax rates for corporations will be reduced effective July 1, 1987. The present rates continue in effect through June 30, 1987. Beginning July 1, 1987, the rates of corporate income tax, determined by the extent of taxable income, will begin at 15 percent and extend to a maximum tax rate of 39 percent. For corporate taxable years which include July 1, 1987, blended rates will apply. Thus, subsequent to July 1, 1987, the company has the potential of realizing a tax savings of up to 39 cents for each dollar expended in training a Third World entrepreneur.

As with all business expenditures, the company should take care to insure that the record-keeping requirements of Section 274 of the Code are carefully observed and followed as to certain expenses. For example, failure to conform to the provisions of Section 274 could result in the Internal Revenue Service disallowing expenditures relating to travel, meals, entertainment or gifts. Any expenditures relating to these areas will be disallowed unless it is established that the item was directly related to, or, in the case of an item directly preceding or following a substantial bona fide business

discussion, that such item was associated with the active conduct of the taxpayers' trade or business.

Expenditures of this nature incurred by the company as a part of the conduct of the training program should qualify as deductions against the taxable income of the company. However, the Internal Revenue Service will not allow any deduction for travel expenses, entertainment, amusement or recreation (or for any facility used in connection with such an activity), or for gifts, unless the taxpayer substantiates by adequate records (1) the amount of the expense; (2) the time and place of the travel, entertainment, amusement, recreation or use of the facility, or the date and description of the gift; (3) the business purpose of the expense; and (4) the business relationship to the taxpayer of the persons entertained, using the facility, or receiving the gifts.

The company's normal accounting procedures for expenses of this nature should suffice to meet the requirements for substantiation of these deductions pursuant to section 274 of the Code. The company should review its own procedures in this regard and make adjustments as appropriate.

## NOTE

The opinions provided on liability and tax are those of a private attorney and as such carry no endorsement by the United States Government or any of its several departments or agencies. As was suggested in the text, liability coverage should be checked with your own insurance carrier and if the tax consequences of participation are of prime importance to you as a company/corporation, it is suggested that you consult your tax expert regarding this interpretation.

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AGRIBUSINESS

AFRICA

[A-1]

NAME: Mr. Gariba Gado IBRAHIM, Ghana

TRAINING: Wishes exposure to modern agribusiness management, production and accounting techniques as they apply to his rice, corn and cattle operations. Four week placement preferred.

BUSINESS: Owner, Gariba Farms, P.O. Box 652, Tamale, a 40-employee operation producing rice and maize, as well as rearing cattle.

BACKGROUND: "O" Levels completed



[A-2]

NAME: Mr. Kwabena DARKO, Ghana

TRAINING: Would like to become familiar with management and production techniques of U.S. agribusiness concern(s) in order to improve efficiency and output of his own farm. Also interested in administrative techniques, financial accountability. Stay should not be longer than four weeks.

BUSINESS: Managing director, Darko Farms and Co., Ltd., P.O. Box 513, Kumasi, Ghana, a 200-employee concern producing poultry meat, eggs, day-old chicks, pork and all types of animal feed.

BACKGROUND: Diploma in Poultry Science, Rupin Institute of Agriculture, Israel.





[A-4]

NAME: Mr. Baelongandi IKOMBELE Kay, Zaire

TRAINING: Wishes to become familiar with American farm management. Proposes six-month training program with U.S. company whose principal activities are agricultural or ranching. Such exposure will allow Mr. Kay to adopt new and more efficient methods of organizing, managing, marketing and expanding his own farm.

BUSINESS: Owner and general manager of Societe Ikombele S.P.R.L., 51 Coin Avenue Tombalbaye, Zaire, a 1,000 acre farm employing 150 workers in the Haut-Zaire region, operating large coffee, cacao, rice paddy, fruit and vegetable plantations. Mr. Ikombele also engages in import/export and retail operations.

BACKGROUND: Two years of university studies in law, University of Brussels, Belgium; Computer internship in Swiss company.



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[A-5]

NAME: Mr. Henry OGOLA, Kenya

TRAINING: Seeks attachment to firms producing and distributing agricultural inputs, such as fertilizers producers and/or traders, agrochemical producers and/or formulators and distributors. Would especially appreciate exposure to fertilizer dry bulk blending, an area where U.S. firms are leaders.

BUSINESS: Managing director, MEA Ltd., P.O. Box 1018 Nakuru, a 200-person firm producing fertilizers mixtures and importing and marketing fertilizers, agrochemicals, animal health products, farm equipment and seed. Company plans expansion into agrochemical formulation.

BACKGROUND: B.S., Agriculture, post-graduate diplomas in development planning, marketing.



[A-6]

NAME: Mr. John Oswald Meikle, Zimbabwe

TRAINING: Mr. Meikle wishes attachment to firm(s) involved in forestry and paper and wood-based panel manufacture and horticulture (flowers), with emphasis on the growing, packing and marketing of flowers. Management and financial control techniques are of interest, as well as marketing and production.

BUSINESS: Managing director, E.C. Meikle, Ltd, Mountain Home, P.O. Box 60, Penhalonga, a family owned company engaged in timber growing, sawmilling, bauxite mining, flower growing (proteas) and cattle husbandry.

BACKGROUND: 10 years as managing director. B.Sc., Agriculture, University of Natal, B. Commerce, University of South Africa, Diploma in Agriculture, Cambridge University.





[A-8]

NAME: Mr. Edmund CHRISTIE, Jamaica

TRAINING: Wishes additional training in the field of agronomy as it relates to tropical/sub-tropical ornamental horticulture, especially cut flowers and foliage.

BUSINESS: Chief operating officer, Adeci Enterprise, Ltd. Company is involved in preparation of agricultural project proposals for clients for presentation to banks and other institutions.

BACKGROUND: Mr. Christie has been involved in commercial agricultural horticulture for the past eight years as an agronomist.

[A-9]

NAME: Mr. Hans Gerhard MANN, Guatemala

TRAINING: Nominee seeks exposure to management techniques used in the poultry industry.

BUSINESS: Production Manager, Avicultores de Mixco Asociados, S.A., a 1,100-employee chicken growing and processing concern.

BACKGROUND: M.Sc. in Agronomy, F. Marroquin University, 1983



[A-10]

NAME: Mr. Jorge Ricardo CASTILLO, Honduras

TRAINING: Mr. Castillo requests on-the-job training in industrial processing dairy products, with emphasis on cheeses and butter. He would best be placed in a small plant with vertically integrated operations. Mr. Castillo would require training in Spanish.

BUSINESS: Supervisor, Finca Villa Elisa, Danli El Pariso. The operation is a family-owned dairy farm of approximately 200 acres. The herd on the Villa Elisa farm consists of 46 milk cows and 36 brown Swiss calves. The farm managed by Mr. Castillo is one of several owned by his family, and he would like to learn modern dairy production methods that could be tested in Willa Elisa for possible application to other properties or herds.

BACKGROUND: Commercial Certificate, Instituto Cosme Garcia



ACCOUNTING/ BANKING/ FINANCE

AFRICA

[B-1]

NAME: Mr. Paul Austine ALUDO, Kenya

TRAINING: Desires exposure to operations of commercial banks or investment firms, with special emphasis on customer service operations and computerization.

BUSINESS: Finance director, Thabiti Finance Company, Ltd. P.O. Box 52892, Nairobi, Kenya

BACKGROUND: B.Com, Accounting. Advanced Accounting and Finance Certificate. Previously Chief Accountant, American Life Insurance Kenya, Ltd.



[B-2]

NAME: Mr. Newton Kogi KIBURI, Kenya

TRAINING: Would like exposure to stock market operations, development of secondary markets in commercial and government paper and in teaching investors something about selection of investment alternatives.

BUSINESS: Director, Finance Indicators, Ltd. (Mezzanine Flr..., Development House, P.O. Box 59466 Nairobi) and Management Consortium, Ltd. Finance Syndicators concentrates on the development of capital and secondary markets in shares and stocks, and is investigating the possibility of opening another stock exchange or being admitted as a full broker into the Nairobi Stock Exchange. Company also plans to establish investment counselling bureau. Management Consortium provides management services and feasibility studies to small businesses.

BACKGROUND: Also partner in firm of Certified Public Accountants and Chairman of Agrarian Building Society. Is Certified Public Accountant, has B.S. in Accounting and Finance, University of Nairobi.





CONSULTING/ MARKETING/ MANAGEMENT

AFRICA

[C-1]]

NAME: Mr. Abdulaziz B. HARJI, Kenya

TRAINING: Would like to observe operations of U.S. management consulting company in order to gain expertise in setting up new firm of accountants, which is outgrowth of older firm.

BUSINESS: Partner, Kassim-Lakha Abdulla & Co., Certified Public Accountants; Mr. Harji is involved in all aspects of Public Practice.

BACKGROUND: Certified Public Accountant. Previously was Tax Partner of new concern's parent firm.



[C-2]

NAME: Mr. Ameer R. KASSIM-LAKHA, Kenya

TRAINING: Would like to observe operations of U.S. management consulting company in order to gain expertise in setting up new firm of accountants, which is outgrowth of older firm.

BUSINESS: Partner, Kassim-Lakha Abdulla & Co., Certified Public Accountants; involved in all aspects of Public Practice.

BACKGROUND: Certified Public Accountant. Founding partner, Kassim-Lakha Abdulla & Co., Certified Public Accountants, Chairman, Institute of Certified Public Accountants of Kenya, numerous other public appointments.



[C-3]

NAME: Mr. Ashvin M. SHAH, Kenya

TRAINING: Would like to observe operations of U.S. management consulting company in order to gain expertise in setting up new firm of accountants, which is outgrowth of older firm.

BUSINESS: Partner, Kassim-Lakha Abdulla & Co., Certified Public Accountants; Mr. Shah is involved in all aspects of Public Practice.

BACKGROUND: Certified Public Accountant. Formerly employed as Senior Accountant in U.K. Ministry of Defence and in London Accounting firms.



[C-4]

NAME: Mr. Stanford ONYIMO, Zimbabwe

TRAINING: Mr. Onyimo would like on-the-job exposure to the budgeting and strategic planning operations of a firm engaged in the manufacture of construction materials or furniture. Emphasis should be on setting corporate objectives, and overseeing implementation of strategy, as well as exposure to methods for supervising R&D activities for joinery and furniture.

BUSINESS: General manager in charge of trading, Johnson and Fletcher, Ltd., P.O. Box 588, Harare. This 880-person concern operates five divisions, including thermal engineering and refrigeration, roof truss fabrication, joinery and furniture manufacturing and trading in all building materials, such as doors, office furniture, ladders and moulding units.

BACKGROUND: M.A., Industrial Relations and Personnel Management, University of Illinois. Executive development courses, University of Zimbabwe. Previously chief labor relations officer, Ministry of Labor.



## LATIN AMERICA AND THE CARIBBEAN

[C-5]

NAME: Ms. Pier SPENCER, Jamaica

TRAINING: Desires further training in international marketing, retailing and sales in order to expand exports of firm producing hair care products.

BUSINESS: Marketing manager, Bellrose Manufacturing, a company manufacturing hair care preparations, including shampoos, conditioners and hair relaxers. Company has recently expanded its production of these products for export to the U.S. and the Caribbean.

[C-6]

NAME: Mr. Jorge Alberto LLORENTE, Mexico

TRAINING: Would like to learn more about the mechanisms involved in market studies for new products and investments of new firms who would like to establish offices in Mexico.

BUSINESS: Cancesa, S.A. de C.V., a consulting firm concerned with businesses engaged in foreign trade.

[C-7]

NAME: Mr. Mateo RAMAZZINI MENENDEZ, Guatemala

TRAINING: Mr. Ramazzini desires training in systems analysis and quality control in the production of computer software. He would also like to look at administrative and marketing technologies.

BUSINESS: Administrative manager of own development consulting firm, Megatex, Edif. Galerias Espana Of. 71, 7e Nivel, 7a Av. 11-59, Zona 9 316237, Guatemala. Firm designs computer software for use in its operations. Mr. Ramazzini is responsible for planning, direction, financial control, management and execution of projects.

BACKGROUND: Advanced Degree in Management, Mario Galvez University, 1986. Previous experience in data processing for private firm.

[REDACTED]

[C-8]

NAME: Mr. Ramon DAVILA-ACUNA, Mexico

TRAINING: Interested in exposure to operations of consulting firm specialising in foreign trade, finance and industrial development.

BUSINESS: Director, Consultoria en Comercio y Estimulos, S.C.

[REDACTED]



[C-11]

NAME: Mr. Francisco Javier PAREDES, Mexico

TRAINING: Wishes training in marketing techniques, esp for office equipment.

BUSINESS: Owner, separate publicity and office equipment firms.

BACKGROUND: Currently completing B.S. in Business Administration

[REDACTED]

[C-12]

NAME: Mr. Raymon CHACON, Mexico

TRAINING: Attachment to a business research of management consulting service in the U.S. to become familiar with American methods in these fields.

BUSINESS: Owner, Asesoria Empresarial, a medium-sized firm engaged in furnishing business research and consulting services on contract or fee basis. Primary responsibilities include conducting market analyses and research with help of personnel, as well as computer data processing. Also president of Local Coparmex employers' association.

BACKGROUND: Bachelor's degree

[REDACTED]

## CLOTHING/TEXTILES

## AFRICA

[D-1]

NAME: Mr. R.G. MWAI, Kenya

TRAINING: Nominee seeks attachment to a major textile manufacturing firm or any other large manufacturing concern, with emphasis on corporate planning and strategic plans implementation, as well as over all coordination of company operation responsibilities.

BUSINESS: Managing director, the East African Bag and Cordage Company, Ltd., P.O. Ruiru. Company is a 2800-employee concern manufacturing jute and sisal ropes, twines, cloths and mattings, as well as polypropelene bags. Mr. Mwai is responsible for the company's overall management.

BACKGROUND: Masters in Business Administration, B.Sc..., Economics.



[D-2]

NAME: Mr. Paul Kariuki NJOROGE, Kenya

TRAINING: Desires attachment to textile firms, dealing in manufacture of ladies undergarments, as well as manufacturers of brassiere moulding equipment, elastic and sewing machines (elastic knitting equipment). Emphasis on new technologies and equipment.

BUSINESS: Managing Director/Chairman, KESA Investments, Ltd. P.O. Box 385, Kikuyu Township. This 62-employee firm engages in design, cutting and sewing, and wishes to expand operations into moulding brassiere cups and knitting of fancy braids and elastic for panties and brassieres.

BACKGROUND: "O" Level Certificate, Electronics Engineering and Management course, Kenya Institute of Business Training; Management Development Course.



[D-3]

NAME: Mr. Guntant RAMJI, Zimbabwe

TRAINING: Mr. Ramji would like exposure to marketing and exporting practices used in the sale of ladies and girls garments, as well as men's and boys clothing to a lesser extent.

BUSINESS: Export manager, Jacmil Fashions, P.O. Box 66064, Harare. Company has been existence since 1977 and manufactures ladies and girls clothing mainly with some boys' and men's shirts and trousers also produced.

BACKGROUND: University-level technical textile courses, Courtold's College. Previously buyer, retail manager and import and export managing director.



## LATIN AMERICA AND THE CARIBBEAN

[D-4]

NAME: Ms. Mabel Fidelia ORTIZ, Honduras

TRAINING: Ms. Ortiz would like on-the-job training in a small clothing manufacturer's plant dedicated to the production of women's clothing. Ms. Ortiz seeks to expand her shop by obtaining new machines and by learning new sewing techniques. Of additional help would be the presence of Spanish-speaking personnel on-site, since Ms. Ortiz's English is limited.

BUSINESS: Assistant Manager, Taller de Modas "Crisma," a four-employee firm producing women's apparel. Ms. Ortiz is in charge of visits to clients to take orders and deliver goods, purchases of materials and accessories, accounts collections, accounting and payments to suppliers. The firm currently copies dress designs from magazines and catalogs, but would like concentrate on original designs. Further on, they seek to open a retail outlet.

BACKGROUND: Commercial Secretary's Certificate.



[D-5]

NAME: Mr. Jean-Max THOMAS, HaitiTRAINING: Requests three to four week training program in two areas: 1) improved manual printing procedures using a one-man squeegee with flat bed print and 2) use of flexographic techniques and equipment in the manufacture silk-screened T-shirts. Mr. Thomas also is interested in learning about appropriate channels for contacting U.S. companies interested in joint ventures.BUSINESS: Owner/manager, Jontho, 7, rue Charbonniere Delmoas, B.P. 2291, Port-au-Prince. Company employs 15-persons in the manufacture of silk-screened T-shirts and other apparel. Mr. Thomas has expressed a desire to improve the quality of his fabric printing and to expand his company's production potential.

[D-6]

NAME: Mr. Jean Robert LEBRUN, HaitiTRAINING: Mr. Lebrun requires a three to four week training program including the following areas: improved methods of producing hand-knit sweaters and information on sources of raw materials. He is interested in finding possible joint venture partners.BUSINESS: Owner/manager, Quality Fashions, 4 rue Numa Rigaud, Port-au-Prince. This 35-employee firm manufactures hand-knit garments for women (primarily sweaters) from a variety of materials, including cotton, wool, silk and synthetic yarns. Mr. Lebrun has experience producing for up-scale direct mail marketing companies in the U.S., and would like to increase his export production for this market.

[D-7]

NAME: Ms. Fay KEANE, Jamaica

TRAINING: Wishes to learn more efficient methods for taking garments from sample stage to finished product stage. Requests both classroom and factory on-the-job training.

BUSINESS: Garment Manufacturer, responsible for the assembly of garments and the engineering of a factory to specific designs.

## ASIA AND THE MIDDLE EAST

[D-8]

NAME: Mrs. S.G. YAHAMPATH, Sri Lanka

TRAINING: Training requested in sales management or production planning in American company manufacturing hand or machine woven fabrics and ready-to-wear apparel, such as linens and upholstery.

BUSINESS: Managing Partner, Kandygs Handloom House, 24 Yahampath Mawatha, Maharagama, Sri Lanka. Company manufactures such hand-woven products as table linen, bed linen, curtains, furniture fabrics, etc.

## FOOD PROCESSING

## AFRICA

[E-1]

NAME: Dr. Japeth Ogendo OWUOR, Kenya

TRAINING: Dr. Owuor seeks an attachment to companies manufacturing animal feeds, as well as milling grain for human consumption. He wishes to look, in particular, at dry extrusion manufacturing technologies

BUSINESS: Managing director, Agricultural and Veterinary Supplies, Ltd., P.O. Box 1058 Eldoret. Dr. Owuo is responsible for this 21-employee company's general management, and for formulating feeds manufactured. The company specializes in poultry, cattle and pig feeds, with a small operation milling maize for human consumption.

BACKGROUND: Bachelor of Veterinary Medicine, Nairobi University.



[E-2]

NAME: Mr. Thomas Junne KAUDIA, Kenya

TRAINING: Practical exposure to modern meat processing techniques, esp. for sausage and salami.

BUSINESS: Assistant Production Manager, NAS Airport Services Ltd., P.O. Box 19010 Nairobi. Responsible for control and supervision of preparation and packing of sausages and other meat preparations in a 55-employee company which prepares meat for consumption in airline and hotel industries.

BACKGROUND: B.S., Food Science Technology, University of Nairobi; M.S., Swiss Federal Institute of Technology



[E-3]

NAME: Mr. David Kamau MWANGI, Kenya

TRAINING: Exposure to animal feed manufacture techniques, especially use of farm wastes to produce animal feeds.

BUSINESS: Managing Director, Kenya Highlands Dehydrated Foods and Allied Products Ltd., P.O. Box 7285, Nakuru. Supervision of production, sales and planning for 35-employee firm preparing raw materials for processing into animal feed and mineral preparations.

BACKGROUND: Diploma in Food and Dairy Technology, Ergerton College



## LATIN AMERICA AND THE CARIBBEAN

[E-4]

NAME: Mr. Fernando DOLANDE, Panama

TRAINING: Nominee seeks training in operations management of a medium-sized U.S. bakery.

BUSINESS: Operations manager for a medium-sized wholesale bakery.

BACKGROUND: B.A., Business Administration. Fluent in English.

[E-5]

NAME: Mr. Camilo BRENES, Panama

TRAINING: Mr. Brenes would like exposure to the operations of a medium-sized milk processing plant which produces cheese and ice cream, as well as processing milk.

BUSINESS: Manager of a medium-sized milk processing plant.

BACKGROUND: B.A., Business Administration. Fluent in English

[E-6]

NAME: Mrs. Hope LOPEZ, Jamaica

TRAINING: Requests training in soya technology as it relates to the production of vegetarian and other soy-based products. Special emphasis on the commercial production of milk, ice cream, yoghurt, salad dressings and soysage for Jamaica and the Caribbean market.

BUSINESS: Owner and managing director, Nature Treats, Ltd. Company produces a range of natural food products.

[E-7]

NAME: Mr. Abel Enrique ATUAN, Honduras

TRAINING: Mr. Atuan seeks on-the-job training for up to three months in a U.S. donut franchise or independent operation. His training should provide him with experience in selecting ingredients, adjusting recipes to Honduran conditions, semi-automatic production techniques and sales representation of the final product.

BUSINESS: Nominee is the manager of a family owned business, Servicios Alimenticios, S.A. de C.V., a manufacturer and retailer of donuts. The company began operating two months ago with production facilities and one retail outlet in downtown Tegucigulpa. The company currently manufactures 2000 donuts daily using very labor intensive techniques. Mr. Atuan hopes to increase his production, while reducing the labor content of the donuts. The firm currently employs 10 workers. Mr. Atuan also seeks to diversify his products lines. The potential exists for sales of U.S. equipment to his firm.

BACKGROUND: Nominee is in fourth year of five-year program at National University for degree in industrial engineering. Was previously worked in small apparel manufacturing operation.



[E-8]

NAME: Mr. Jose MONTOYA, Honduras

TRAINING: Mr. Montoya wants to spend up to three months learning updated techniques in semi-automated production of processed meats. Also of help would be opportunities to evaluate equipment and machines for future purchase and a chance to look at new methods of quality control.

BUSINESS: Nominee is production supervisor for Zamorano Agro-Industrial, S.A., a meat processing plant with fully integrate operations covering all shares from hog production and slaughtering to industrial processing and retail sales under the brand name "Delikatessen." Products include smoked ham, bacon, salami, beef and pork coldcuts. Nominee supervises 25 production workers in the plant and is responsible for quality controls. Company wishes to expand capacity and product line. Training must be in Spanish.

BACKGROUND: 13 years in present position.  
Commercial certificate



[E-9]

NAME: Ms. Gracia SOLIS DE ROSENBERG, Mexico

TRAINING: Would like to observe hydroponic greenhouses for green plants, as well as for grains and fruits.

BUSINESS: Advisor on the production of nutritional foods and drinks for Bebidas Sans, S.A. de C.V.

[E-10]

NAME: Mr. Alvaro MIGOYA, Mexico

TRAINING: Training in market research, sale and distribution, quality control, finance, computer science applied to production and distribution of granola products.

BUSINESS: Manager, Productos de Granos, a small-scale concern producing granola bars.

BACKGROUND: B.S., Industrial Engineering

[E-11]

NAME: Mr. Eduardo BOLANOS, Mexico

TRAINING: Seeks hands-on experience in use of new technologies for producing apple juice concentrate. May seek to purchase same.

BUSINESS: General Manager, Proyecto de Industrializacion de la Manzana, apple processing plant.

BACKGROUND: M.B.A.

[E-12]

NAME: Ms. Ruth Therese NEAL, Belize

TRAINING: Nominee requests training in quality control of acidified foods and low-acid foods, as well as packaging and marketing, marketing analysis and evaluation and meeting small market demand. She also would like exposure to all aspects of small business management.

BUSINESS: General Manager, Belize Food Processing Co., Ltd., 21 Dolphin Street, Belize City. The company processes food preserved in jars with sugars and acids. With only 9 employees, the company needs training in all related areas.

BACKGROUND: Associate Degree, Belize Junior College.



[E-13]

NAME: Mr. Abdala BEDRAN, Belize

TRAINING: Mr. Bedran requests exposure to a U.S. canning operation for meat products, including appropriate machinery and equipment. Training is also requested in packaging with aluminum pouches for meat and fish. Possibility nominee will purchase U.S.-made equipment

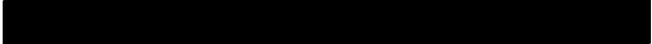
[E-14]

NAME: Brenda Elizabeth ARRIAZA, Panama

TRAINING: Nominee seeks training in financial control and budgeting techniques, as well as personnel management in a food processing firm, preferably one processing coffee.

BUSINESS: Financial controller and administrator, of a 300-employee family-owned firm processing coffee and cardamon. Also manages the company's central office operations.

BACKGROUND: License in Administration of Enterprises. Previously, supervised employees at a hotel in Providence, RI.



## CHEMICALS/PETROCHEMICALS

## AFRICA

[F-1]

NAME: Mr. Bernard ORAO, Kenya

TRAINING: Mr. O rao would like exposure to industrial chemical manufacturing techniques, as well as management practices of a medium-sized chemical firm.

BUSINESS: Production manager, Seracoatings, Ltd., Box 48425, Nairobi. The company manufactures supported and unsupported PVC films and sheets. He is responsible for product development and formulation, modification of formulations, raw material budgeting, general administration of his department. He also provides technical advice to customers within and outside the company.

BACKGROUND: B.Sc.. Chemistry. Previously followed training programs in Japan on production technique and methods, quality control methods.



[F-2]

NAME: Mr. Subash C. KOHLI, Kenya

TRAINING: Mr. Kohli seeks to investigate possibilities of joint ventures or contract manufacturing with American chemical and soap-manufacturing companies. He also seeks exposure to new developments in the soap-manufacturing industry, as well as in related industries, such as edible fats and oils, detergents, etc. He wishes, too, to meet with U.S. raw material suppliers, particularly producers of tallow.

BUSINESS: Chairman, Elephant Soap Industries, Ltd., P.O. Box 40063 Nairobi. This company is the oldest and one of the largest soap manufacturing firms in East Africa. In addition to manufacturing a large variety of their own brands, the company manufactures under contract for a variety of international companies, including Johnson and Johnson, Warner-Lamber, ICI, and Nicholas Kiwi.

[F-3]

NAME: Ms. Pauline Muthoni GITHARA, Kenya

TRAINING: On-the-job exposure to rubber manufacturing technology and administration of rubber manufacturing plant. Ms. Githara's firm needs to resolve difficulties in manufacture of rubber stoppers, erasers and adhesives due to poor technology. Sales have been low due to poor quality. Would also like to manufacture new adhesives, including office glue and P.V.C. pipe glue.

BUSINESS: In charge of quality control and technical management, Ombi Rubber Industries, Ltd. P.O. Box 56001 Nairobi, a medium-scale (15 employees), rurally-situated industry founded in 1981. Manufacturers of erasers, adhesives, bottle nipples, printing rollers, etc.

BACKGROUND: B.S., Chemistry Hons. 1985. Short training course in tire rubber factory (6 months). Ms. Githara assumed direction of the plant following her father's death in late 1984.

## LATIN AMERICA AND THE CARIBBEAN

[F-4]

NAME: Mr. Rafael Dartiques, Mexico

TRAINING: Would like to exchange information with respect to the latest innovations and developments in polyurethane finishes with the purpose of increasing his line of production, either through the purchase of American technology or the co-investment of a U.S. firm.

BUSINESS: Owner, Nacional de Servicios Dargue (NASEDA), a firm specializing in the sale of chemical products for the rubber industry.

BACKGROUND: Chemical engineer



[F-5]

NAME: Mr. Jaime CARRETO-CORDERO, Mexico

TRAINING: Wishes training in research and development for catalyzers used in chemical and petrochemical processes.

BUSINESS: Director of operations, Catalizadores Mexicanos, S.A., a chemical manufacturing concern.

BACKGROUND: Qualified Chemical Engineer

[F-6]

NAME: Mr. Jose Ramon CORREA, Mexico

TRAINING: Wishes training in research and development for catalyzers used in chemical and petrochemical processes.

BUSINESS: Assistant Director of operations, Catalizadores Mexicanos, S.A., a chemical manufacturing concern.

BACKGROUND: Qualified Chemical Engineer

[F-7]

NAME: Mr. Francisco Gutierrez, Guatemala

TRAINING: Nominee would like exposure to the management, administration and marketing practices of a U.S. chemical firm.

BUSINESS: General manager, Fundap, Quetzaltenango, Panama, a 50-employee concern.

BACKGROUND: B.S., Chemistry, University of San Carlos; B.S., Business Administration, Rafael Landivar University.

## PHARMACEUTICALS

## LATIN AMERICA AND THE CARIBBEAN

[G-1]

NAME: Mr. Salomon RAYEK, Mexico

TRAINING: Wishes to observe industrial manufacture of chemical and pharmaceutical products.

BUSINESS: Sinbiotik, S.A., a manufacturer of prime materials for the pharmaceutical industry.

[G-2]

NAME: Mr. Oliva GARZA, Mexico

TRAINING: Would like to visit firm which makes streptomycin in order to learn processes for possible manufacture of same in Mexico.

BUSINESS: Engineer, Orfamquim, S.A. de C.V., a pharmaceutical firm.

BACKGROUND: Qualified biochemical engineer

## ASIA AND THE MIDDLE EAST

[G-3]

NAME: Mr. Samih Taleb DARWAZEH, Jordan

TRAINING: Requests two to four weeks of observation study visits to wholesaler(s), manufacturer(s) and distributor(s) of pharmaceuticals, in order to look at all aspects of the production process.

BUSINESS: General Manager, since 1976, dar El-Hikma Co., a pharmaceuticals manufacturing concern.

BACKGROUND: M.Sc.. Pharmacy, University of St.. Louis, B.Sc... Pharmacy, American University of Beirut. Previously employed by Eli Lilly International for 14 years.



## MACHINERY/METAL WORKING

## AFRICA

[H-1]

NAME: Mr. Alex OKOTH, Kenya

TRAINING: Would like to visit plants specialized in the manufacture of liquid propane gas cylinders, as well as advertising agencies and possibly sound production studios.

BUSINESS: Marketing Manager, East Africa Spectre, Ltd. P.O. Box 78050, Nairobi. Company is an 45-person engineering firm specialized in manufacture of LPG cylinders. Mr. Okoth is in charge of all marketing functions order-getting, sales, customer relations, public relations and advertising.

BACKGROUND: Secondary school education, Certificate in Marketing and Sales Promotion, Certificate in Advertising.



[H-2]

NAME: Mr. P. Kiragu MUGWE, Kenya

TRAINING: Attachment to structural steelwork fabricators or steel rolling mills.

BUSINESS: Structural Engineer, Morris & Co., Ltd., P.O. Box 18310 Nairobi. Firm employs 550 persons in manufacture of steel and fabrication of steel to produce warehouses, hangars, etc. as per individual structural design requirements. Responsible for overall supervision of structural steelwork contracts, i.e. tendering, fabrication, erection.

BACKGROUND: B.S., Civil Engineering, University of Nairobi



[H-3]

NAME: Mr. John David Glynn, Zimbabwe

TRAINING: Mr. Glynn wishes to pursue a two-to-three-week internship with a U.S. firm manufacturing or marketing metal fasteners primarily for automotive use, such as bolts and screws, in order to investigate possibilities for export and cooperation with American firms.

BUSINESS: Managing Director, Glynn's Bolts, Ltd, P.O. Box 2937 Harare. This family-owned concern employs 40 persons in the manufacture of a wide range of fasteners, as well as pre-packed hardware and domestic electrical goods. The company already has obtained export commitments in Europe and will be present at U.S. trade fairs in 1987 with an eye on exporting to the United States.

BACKGROUND: Four-year degree, Chalmer Institute of Higher Technology, England. Previously general manager and sales manager of Glynn's Bolts.



## LATIN AMERICA AND THE CARIBBEAN

[H-4]

NAME: Mr. Alfonso ORDIALES-BASSOLS, Mexico

TRAINING: Seeks to visit U.S. firm manufacturing aluminum, copper, bronze, stainless steel, etc. in order to learn more in the areas of finance and management.

BUSINESS: Construcciones y Soldaduras, S.A., a manufacturer of aluminum, copper, bronze, stainless steel products.

[H-5]

NAME: Mr. Roberto GALLEGOS, Mexico

TRAINING: Would like to visit U.S. manufacturer of housings for pillow blocks in order to obtain technology and technical assistance to improve current production in Mexico.

BUSINESS: Production Manager of LKS Rodamientos Y Equipo, S.A., an industrial equipment manufacturer.

BACKGROUND: Metallurgical Engineer



[H-7]

NAME: Mr. Leobardo SANCHEZ-REYES, Mexico

TRAINING: Main interest is in design and implementation of production programs and efficiency programs in industrial plants concerned with the fabrication of industrial goods, machinery and equipment.

BUSINESS: Vice-president for manufacturing, Avante, a small firm specializing in design, manufacture, installation and servicing of industrial plants and equipment.

BACKGROUND: Qualified Mechanical and Electrical Engineer

[H-8]

NAME: Mr. Ruben ESPINO, Mexico

TRAINING: Exposure of management and administrative practices, as well as technology of U.S. firm involved in repair of industrial machinery and equipment.

BUSINESS: Owner of Empresas Espino, S.A., a medium-sized firm repairing industrial machinery.

██████████ ██████████

[H-9]

NAME: Mr. Rafael DIAZ, Mexico

TRAINING: Seeks exposure to operations of American firm producing precision machinery and equipment in order to improve own firm's administrative practices and use of modern technologies.

BUSINESS: Owner, Talleres Diva, S.A., a small firm engaged in production of precision machinery.



## ASIA AND THE MIDDLE EAST

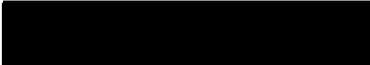
[H-10]

NAME: Faraj Allah Khamis EL-ZHEIN, Jordan

TRAINING: Requests two to four weeks on-the-job exposure to production and management techniques used in U.S. tool-making concerns.

BUSINESS: General supervisor of production, Ala Eddin Co., a company engaged in tool-production.

BACKGROUND: Three years' training in tool making, West Germany. Diploma, Training of Trainers in Tool Making, Wadi Sir Industrial School, Jordan. Previous trainer at Wadi Sir Industrial school for eight years.



## FURNITURE

## AFRICA

[I-1]

NAME: Mr. P. DLAMINI, Swaziland

TRAINING: Request short-term internship in in marketing and management methods of U.S. firm engaged in manufacture of wood furniture. Candidate anticipates assuming duties as his company's first Swazi general manager in several years' time.

BUSINESS: Currently production manager, Swazi Pine, a major manufacturer of knock-down furniture using locally available raw materials. Company has been recently been expanding export markets.

## LATIN AMERICA AND THE CARIBBEAN

[I-2]

NAME: Mr. Stafford HARRIS, Jamaica

TRAINING: Requests in-depth training and exposure to various areas of wood furniture manufacturing technology, including: production, planning and control, of batch systems, work scheduling and routing, quality control systems, waste product utilization, carving and sanding technology and energy conservation.

BUSINESS: Engineering and technical services manager, Sealy Mattress Company. Responsible for planning, supervising and directing all engineering and technical furniture production.

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[I-3]

NAME: Mr. Francisco SOBRINO-CASTRO, Mexico

TRAINING: Would like to visit firm similar to own, involved in manufacture of classical style wood furniture.

BUSINESS: Owner, Muebles Ryli, S.A. de C.V., a furniture manufacturer.

BACKGROUND: B.S., Industrial Relations

[I-4]

NAME: Mr. Luis Antonio FLORES, Mexico

TRAINING: On-the-job exposure to design and manufacture of furniture and other articles for the office.

BUSINESS: Currently setting up own architectural/industrial design and manufacturing firm.

BACKGROUND: B.A., Economics



[I-5]

NAME: Mr. Marco Antonio ALVAREZ, HondurasTRAINING: Nominee seeks one month's training in in furniture manufacture, with emphasis on three technical areas: 1) wood finishing, especially in lacquer spray methods and French polishing hand finishes, 2) wood drying with small convertible kilns of around 800 board feet capacity fueled by wood waste or fuel oil, 3) upholstering design and construction methods and selection materials. Placement with a specialized custom furniture making shop or small industrial plant producing fine hardwood furniture and upholstered furniture is preferable.BUSINESS: Owner/manager, Los Mejores Artesanos, S.R.L., Apdo. Postal 2100 Tegucigulpa. Firm employs seven persons in the manufacture of large fine hardwood furniture, with some reupholstering business as well. Mr. Alvarez supervises production and all aspects of administration. Company hopes to expand production and improve product quality.

[I-6]

NAME: Ms. Cecilia PEREZ, MexicoTRAINING: Wishes to visit framing and woodworking concerns in order to investigate export possibilities, also wishes to learn about new framing techniques and machinery. Definite interest in establishing joint venture with U.S. company.BUSINESS: Owner, custom framing store and frame-manufacturing workshop

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## ASIA AND THE MIDDLE EAST

[I-9]

NAME: Mr. Makram QUBEIN, Jordan

TRAINING: Requests two to four week on-the-job training program in the marketing of wood products, i.e. doors, kitchens, office and bedroom furniture.

BUSINESS: Assistant general manager, Jordan Wood Industries Co., since 1975.

BACKGROUND: M.Sc.. Civil Engineering, University of California at Berkeley, 1975. Previously was Civil Engineer at Consolidated Consultants.



## ELECTRONICS

## AFRICA

[J-1]

NAME: Mr. Victor Wilberfoce ADATSI, Ghana

TRAINING: Attachment requested to U.S. firm involved in assembly and servicing of consumer electronics goods for a maximum term of four weeks. Emphasis on technologies used in repair and assembly, financial accounting techniques.

BUSINESS: President/engineer of Victor Industrial Centre, P.O. Box 10124, Accra-North. The firm employs 16 persons in the assembly, service and distribution of electronic audio and video equipment, as well as components and subsystems.

BACKGROUND: Diploma in Electrical Engineering, University of Science and Technology, Ghana. Diploma in mechanical engineering, Accra Polytechnic Institute. Qualified, City and Guilds, London.



## LATIN AMERICA AND THE CARIBBEAN

[J-2]

NAME: Mrs. Eileen HEAVEN, Jamaica

TRAINING: Seeks training in observation of project management practices for systems and programming staff and in the management of organizational structure at work in a major software house in the U.S.

BUSINESS: General manager (organization and methods), Dataprep International, Ltd. Responsible for installation of software for data entry business, developing and conducting training programs and implementing systems and procedures for smooth running of the organization.

[J-3]

NAME: Mr. Jean-Marie DESULME, Jamaica

TRAINING: Requests further training in quality control and production planning of electronic components.

BUSINESS: Managing director, Electronex Jamaica, Ltd. Responsible for preparation of quotations for the assembling of electronic components, quality control and effective production planning.

[J-4]

NAME: Mr. Francis Giovanni SMITH, Belize

TRAINING: Mr. Smith requests training in the all aspects of the day-to-day set-up and operation of cable and/or on-the-air television transmission facilities.

BUSINESS: Owner/manager, NTB/Nibble Co., P.O. Box 1129, Belize City. The company is a cable television station employing three persons. Mr. Smith is responsible for all operations, including billings, accounting, installation of cable, hiring and training of employees, supervision of employees and soliciting commercials.

BACKGROUND: Two years of studies in mathematics, University of St.. Thomas.



## ASIA AND THE MIDDLE EAST

[J-5]

NAME: Imad SHAM'A, Jordan

TRAINING: Requests two to four week observation study tour in application of management techniques to production of electrical equipment.

BUSINESS: Director of production, Arab Electric Industries Co., P.O. Box 3, Amman Industrial City at Sahab.

BACKGROUND: M.Sc.. Operation Research, University of Birmingham, England, 1982; B.Sc.. Production Management Production, Nottingham University, England, 1978. Previously manager, Jordan Industrial Investment corporation. Also production manager, Sham'a Metal Furniture Industries.







## LATIN AMERICA AND THE CARIBBEAN

[K-4]

NAME: Mr. Salvador GOMEZ, Mexico

TRAINING: Observe operations of plant(s) manufacturing breaks and break parts for automobiles.

BUSINESS: Owner of Industrial Especializada, S.A., a medium-sized firm which manufactures brake drums, brakes and break parts for automobiles. Responsibilities include administration and observation of production. Also advisor to local Coparmex employers' association.



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[K-5]

NAME: Mr. Ildefonso VAZQUEZ-ADAME, Mexico

TRAINING: Interested in management and production techniques used in manufacture of recreational vehicles.

BUSINESS: General Manager, Interkamp, S.A.

[K-6]

NAME: Mr. Jorge Manuel MORALES-SIERRA, Mexico

TRAINING: Would like to learn about modern production techniques of U.S. auto body manufacturing firm.

BUSINESS: Subdirector of production, Nacional de Carrocerias, S.A., an auto body manufacturing concern.

LEATHER GOODS MANUFACTURE

AFRICA

[L-1]

NAME: Mr. James G. KAHIU, Kenya

TRAINING: Visit production and marketing operations of medium-sized shoe manufacturing concern.

BUSINESS: Managing Director, Tiger Shoe Co., Ltd. P.O. Box 74572, Nairobi. Company manufactures men's, women's and children's shoes with local and imported soles. Mr. Kahiu is the chief executive, responsible to the board for the overall management of this 157-employee firm.

BACKGROUND: Advanced Level certificate, Associate of Institute of Bankers program, London, England.



[L-2]

NAME: Mr. Andrew Ndungu MUITA, Kenya

TRAINING: Desires attachment to small scale shoe manufacturing operation with sophisticated mechanization, marketing and design systems. Prefer three to five week internship with emphasis on production flow, production planning, machinery maintenance and innovation related to market trends.

BUSINESS: General manager, Joy Shoes, Ltd., P.O. Box 20108, Nairobi, a 60-employee concern manufacturing leather shoes for both ladies, children and men, including fashion and military styles. Responsible for day-to-day planning, and production. Company currently faces increasing competition in the shoe market and is seeking to diversify and expand production into other leather goods.

BACKGROUND: Certified public accountant, Fellow, Chartered Association of CPAs of the United Kingdom.



[L-3]

NAME: Mr. Joe Kaviu MUGO, KenyaTRAINING: Would like to visit leather manufacturers who have diversified into leather goods manufacturing, distribution or retail. Prefer internship of from six to ten weeks.BUSINESS: General Manager, Sagara Tanneries, Ltd., P.O. Box 94, Sagana, a 120-employee leather-manufacturing firm, supplying fully-dressed leather to domestic show manufacturers and exporting excess production to Europe.

## ASIA AND THE MIDDLE EAST

[L-4]

NAME: Mr. Brian John LIU, BangladeshTRAINING: Mr. Liu seeks on-the-job exposure to techniques used in the manufacture of hand gloves, preferably from scrap leather. Also would like training in marketing of same.BUSINESS: Manager, Green Star Leather Company, Ltd., also director, Hockson Tanneries, Ltd., and proprietor, Kinson Traders.BACKGROUND: Mr. Liu has a total of four years' experience in tannery operation and export of leather

## CONCRETE/CONSTRUCTION PRODUCTS

## AFRICA

[M-1]

NAME: Mr. Gerard O. Vaz, Kenya

TRAINING: Would like to visit manufacturers of roofing products, concrete floor products and related industries. Training should be 7 weeks or less.

BUSINESS: Managing Director, Mareba Enterprises, Ltd., P.O. Box 40619, Nairobi. This 70-person firm manufactures roofing tiles, and other concrete roofing products, as well as pre-cast concrete products. Mr. Vaz is responsible for all aspects of the production process, including manufacture, sales, marketing and development of new product lines.

BACKGROUND: Trained teacher, Diploma, University of London in Teaching English as a Foreign Language. Has held administrative posts in firm for 12 years.



[M-2]

NAME: Mr. Phillip WAIGANJO, Kenya

TRAINING: Would like attachment to lock manufacturing and building materials manufacturers in the U.S. Mr. Waiganjo's company is planning to extend operations into manufacture of various types of decorative walling and cladding tiles, cement tiles, decorative cement floor tiles and roofing tiles.

BUSINESS: Managing director, Union Locks Kenya, Ltd., P.O. Box 42837, Nairobi. Mr. Waiganjo is responsible for running and managing all affairs of the company. His 35-employee firm is engaged in the production of various types of high quality mortice locks and padlocks, steel door locks, cabinet locks, etc.

BACKGROUND: B.A., University of West Indies, Jamaica. Former marketing manager for Esso Standard in Kenya, West Indies, U.S. Worked as managing director of Wines & Spirits Kenya, Ltd.

████████████████████

## LATIN AMERICA AND THE CARIBBEAN

[M-3]

NAME: Mr. Alfonso CERPA, Mexico

TRAINING: Requests exposure to administration techniques of medium-sized firms involved in manufacturing and sale of construction materials.

BUSINESS: Owner of Ladri-Block, S.A., Impulsora del Agro, S.A., and Arenas y Gravas Cribadas, S.A., all medium-sized firms engaged in manufacture and retail trade of construction materials. Presides over firms' administrative councils.



[M-4]

NAME: Mrs. Regine LACOMBE, Haiti

TRAINING: Mrs. Lacombe would like to take a three to four week training course to improve her company's production of cement-pressed floor tiles. The training program should include methods to upgrade the composition of raw materials used in production, as well an exploration of new sources of raw materials. Improved technology for tile manufacture and the opportunity to open channels for contacting U.S. companies interested in joint ventures should also be included.

BUSINESS: Assistant manager, Fabrique de Mosaiques Emile Gardere, S.A. This family-owned firm employs 16 employees in the production of cement-pressed tiles. Company is currently planning a complete reorganization of its production department to promote more efficient use of raw materials and to improve quality control.

## PLASTIC/FIBERGLASS MANUFACTURE

## AFRICA

[N-1]

NAME: Mr. Ramesh SHAH, KenyaTRAINING: Interested in gathering know-how in the manufacture of nylon scouring and floor pads. Improved knowledge of production processes is required to improve the quality of existing products, as well as facilitating diversification of operations into other product lines, such as disposable towels, filter masks, etc. Such products are made in the U.S. by 3M, Norton, Purex, Americo, etc.BUSINESS: Chief Executive, Telec Limited, P.O. Box 60793, Nairobi, manufacturers of nylon, non-woven scouring and floor pads.

## LATIN AMERICA AND THE CARIBBEAN

[N-2]

NAME: Mr. Edmundo CASTILLO, MexicoTRAINING: Exposure to management and administrative aspects, as well as modern technologies used in manufacture of large fiberglass and plastic products.BUSINESS: Owner of Polifibras de Chihuahua, a medium-sized firm which manufactures fiberglass and plastic sailboats, swimming pools, cabinets and camper shells. Company exports to outlets in El Paso and Lubbock, Texas, Las Cruces and Albuquerque, New Mexico and San Francisco, California.

[N-3]

NAME: Mr. Jaime ECHEVERRIA, Mexico

TRAINING: Desires to visit fiberglass, steel wool and polyesterene factories to see how they function, and to learn marketing techniques for same products.

BUSINESS: General Manager, Distribuidora Fiberglass de Mexico

BACKGROUND: M.B.A., Northwestern University

[N-4]

NAME: Mr. Jesus ARROYO-BEGOVICH, Mexico

TRAINING: Would like to visit fiberglass manufacturing firm in order to assess the possibility of establishing similar plant in Mexico. Joint venture possibility.

BUSINESS: Owner, Axel Company, a plastics research laboratory.

BACKGROUND: Qualified Chemical Engineer

[N-5]

NAME: Mr. Adolfo HERNANDEZ, Mexico

TRAINING: On-the-job observation of operations of tire retreading or manufacturing firm, with emphasis on administrative and management practices.

BUSINESS: Owner of Auto Centro de Ciudad Juarez, a medium-sized firm engaged in rebuilding and retreading automotive tires and selling new tires.

## ASIA AND THE MIDDLE EAST

[N-6]

NAME: Mr. N.G. PRASANNA PANDITHARATNE, Sri Lanka

TRAINING: Marketing methods and technologies used by U.S. firm engaged in manufacture of plastic household items, such as dress hangers, bottles, thread cones, etc.

BUSINESS: General Manager, Industrial Components, Ltd., 1346/1 Kotta Road, Welikada, Rajagiriya, Sri Lanka. Company manufactures household plastic products using injection moulding and blow moulding technologies.

[N-7]

NAME: Mr. Jaliya DHARMASENA, Sri Lanka

TRAINING: Wishes exposure to marketing methods of U.S. company manufacturing illuminated plastic signs.

BUSINESS: Managing Partner, Design Plastics, 418 Rajagiriya Road, Rajagiriya, Sri Lanka. Firm produces illuminated plastic signs.

## PAPER PROCESSING

AFRICA

[O-1]

NAME: Mr. Ben Ngumba GACANIA, Kenya

TRAINING: Mr. Gacania seeks training with a firm manufacturing carbon papers or other types of stationery, with emphasis on production techniques, sales methods and management.

BUSINESS: General manager, Crescent Investments, Ltd., P.O. Box 78048 Nairobi. The company manufactures carbon paper and ribbons and employs approximately 40 persons. Mr. Gacania has overall responsibility for production, purchasing, accounts, sales and administration.

BACKGROUND: Diploma, Mechanical Engineering.

## LATIN AMERICA AND THE CARIBBEAN

[O-2]

NAME: Mr. Miguel GRIMALDO, Panama

TRAINING: Mr. Grimaldo would like to spend time in a U.S. paper reprocessing operation observing all aspects of business.

BUSINESS: Manager of a medium-sized paper reprocessing plant, which produces writing paper and other paper products.

BACKGROUND: B.S. in Engineering. Fluent in English

[O-3]

NAME: Mr. Roberto DE LEON, Panama

TRAINING: Mr. de Leon wishes to observe industrial accounting methods in a medium-sized U.S. manufacturing plant, if possible engaged in paper manufacturing or similar area.

BUSINESS: Accountant/business manager for a paper reprocessing plant making bags and cartons.

BACKGROUND: Accounting degree. Fluent in English.

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[O-4]

NAME: Mr. Ricardo MILLARES-NEYRA, Mexico

TRAINING: Interested in visiting U.S. firm concerned with the transformation and commercialization of specially finished paper. Would also be interested in marketing techniques for this type of product.

BUSINESS: Commercial Director, Papel Satinado, S.A., a paper-manufacturing concern.

BACKGROUND: Qualified chemical engineer, also has M.S. in Systems Engineering.



## HOTEL MANAGEMENT

## LATIN AMERICAN AND THE CARIBBEAN

[P-1]

NAME: Mr. Michael PANTON, Belize

TRAINING: Mr. Panton requests training in the management of a medium-sized hotel, with emphasis on front office operations, food and beverage management.

BUSINESS: Manager, Chateau Caribbean, 1 Craig Street, Belize City. Mr. Panton is responsible for front office operation and food and beverage services. The hotel, which employs 35 persons, caters to European and American tourists.

BACKGROUND: Certificate, St.. Johns College, Belize.



[P-2]

NAME: Mr. Jean SHAW, Belize

TRAINING: Mr. Shaw would like on-the-job exposure to hotel management techniques. He desires particular emphasis on advertising, marketing, front office operation, gift shop operation, computers in small business, organizing tours and field trips for clientele.

BUSINESS: Owner/manager of a small family-oriented hotel employing seven persons, which caters to environmental study groups (naturalists, archaeologists, ecologists). Mr. Shaw seeks emphasis on advertising, marketing, accounting, front office operation, use of computers in small business, tour organizing, and arranging field trips for clientele. He would also like to explore means of promoting his hotel among environmental groups.

BACKGROUND: High School Diploma



[P-3]

NAME: Ms. Maria VEGA, Belize

TRAINING: Nominee would like in-house training in all aspects of small hotel management. She wishes, as well, to learn how to plan for tourism so as to attract tourists without disrupting life on her small caye. As a member of her local village council, nominee would like to participate more fully and with more knowledge at the community level. She therefore seeks exposure to community groups interested in finding ways to balance tourism promotion with preserving environment and cultural heritage.

BUSINESS: Manager, Vega's Far Inn, Caye Caulker, Belize District, Belize. Ms. Vega is responsible for handling all levels of operation in a seven-room guest house, as well as operating adjoining campgrounds.

BACKGROUND: B.A., Sociology, Viterbo College.



[P-4]

NAME: Ms. Paulita BEDRAN, Belize

TRAINING: Nominee seeks on-the-job exposure to hotel management techniques. She desires particular emphasis on front office operation, personnel selection, training and management. Food and beverage management, marketing, customer protection and hotel liability, as well as customer relations would all be useful.

BUSINESS: Owner/assistant manager, San Ignacio Hotel, P.O. Box 4, San Ignacio, Belize City. Hotel employs 21 persons. Ms. Bedran is responsible for all aspects of management.

BACKGROUND: Three years of university studies in business and accounting (one of which at Loyola University in the United States).



[P-5]

NAME: Mr. John H. D'SILVA, Belize

TRAINING: Nominee requests training in hotel management, front office operations, food and beverage management, personnel management, financial control, customer relations and marketing.

BUSINESS: Manager, Bullfrog Inn, P.O. Box 28, Belmopan, Belize. Mr. D'Silva is manages all aspects of this 18-employee hotel. His duties include accounting, personnel supervision, marketing and ensuring that all operations run efficiently.

BACKGROUND: Associate Degree, St.. John's Junior College, 1980. Attended U.S. trade school for year-long course on industrial electricity.





## MISCELLANEOUS

## AFRICA

[Q-1]

NAME: Mr. Danial R. MEYER, Zimbabwe

TRAINING: Mr. Meyer wishes exposure to management techniques used in the medical products manufacturing industry. Possible interest in representing U.S. firms in Zimbabwe, as well as exporting.

BUSINESS: Founder, controlling shareholder and chief executive, Surgimed, Ltd, P.O. Box 3435 Harare. This company employs 63 persons in manufacturing all types of medical supplies for the regional market. Last year's turnover amounted to approximately \$2.1 million. Company continues to grow, with substantial investments planned in plant machinery and acquiring new premises. Its market share is steadily increasing.

BACKGROUND: Mr. Meyer is also chief executive of First Aid Supplies, Ltd, a medical supply company employing 15 persons, with an \$800,000 yearly turnover. Diploma in Marketing Management, Cape Technical University. Numerous in-house training courses at Glaxo, Ltd, where he served as branch manager.





[Q-3]

NAME: Mr. Siaka SY, Burkina Faso

TRAINING: Seeks exposure to management of commercial representation and import-export firms in the U.S., with emphasis on computerized telecommunications systems, which are only beginning to be used in Burkina Faso.

BUSINESS: Director, New Horizons, Inc., an import-export firm located in Ouagadougou, the capital of Burkina Faso. Mr. Sy is one of the most dynamic (young 30s) entrepreneurs in his country. Company specializes in import and export of electronic equipment and is the sole local distributor for IBM, Apple and other U.S.-manufactured electronic and computer equipment.

[Q-4]

NAME: Mr. Wantwadi TADI, Zaire

TRAINING: On-the- job training and exposure to: production processes in various types mines, cash flow management in the mining industry, financial management and evaluation of project mines, personnel management in the mining industry, marketing for mine products, and training programs useful in developing a fledgling mine operation.

BUSINESS: General Manager, Codemines, B.P. 8506 Kinshasa I, a mining company set up by the Financial Company of Kinshasa in order to exploit gold, diamonds and tin ore in various areas of Zaire. Company's first gold plant is nearing completion and should be fully operational by March 1987. With this in mind, Mr. Tadi has recruited engineers, geologists, chemists, and other workers totalling 300. As soon as gold mine becomes operational, company will move toward diamond mines, tin ore operations and possibly a second gold mine.

BACKGROUND: B.A., political science, Taylor University. Former managing director of the Financial Company of Kinshasa, former credit manager, Grindlays Bank Zaire.





[Q-7]

NAME: Mr. Lombardo RIVEROL, BelizeTRAINING: Nominee requests in-house training with a tour operator, on all aspects of operations. Nominee is currently a travel agent, specializing in airline booking, but would like ideally to work with a small travel agency that is strong in the area of organizing and promoting tours.BUSINESS: Manager/owner, travel agency, P.O. Box 918, Belize City. Mr. Riverol employs five persons in his operations, which include arranging airline flights and running tours.BACKGROUND: Certificate, St. John's College, Belize.

[Q-8]

NAME: Mr. Henri R. DESCHAMPS, HaitiTRAINING: Would like to receive training for up to a six-month period in: 1) design of audio-visual education tools, 2) manufacturing techniques for audio-visual education programs, and 3) marketing techniques for audio-visual education programs.BUSINESS: Manager/Co-owner, Maison Henri Deschamps, B.P. 164 Port-au-Prince. Company is a family-owned printing concern employing 85 persons. It currently produces the majority of Haitian primary school-level books and other teaching/learning materials. Firm would like to expand this area of production to include the manufacture of audio-visual educational programs aimed at both teachers and students.

[Q-9]

NAME: Mr. Herbert SHARPE, JamaicaTRAINING: Seeks to obtain greater knowledge in areas of paint manufacturing, such as formulation of low-cost water-based emulsion paints, purchasing of raw materials for making paint, manufacturing procedures and quality control. Would appreciate visits to several small or medium-sized water-based emulsion paint manufacturing companies.BUSINESS: Partner and director, Caribspray, Ltd. Mr. Sharpe is responsible for paint manufacturing and purchasing.

[Q-10]

NAME: Mr. Antonio CARUS, MexicoTRAINING: Interested in U.S. systems of production and distribution for candle manufacturers.BUSINESS: Administrative Manager, candle manufacturing companyBACKGROUND: B.A., Economics  


[Q-11]

NAME: Mr. Jesus VEGA, Mexico

TRAINING: Observation of operations of plant engaged in manufacture of dentures.

BUSINESS: Owner of Laboratorio Dental Vega, a small firm engaged in production and sale of dentures.



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[Q-12]

NAME: Mr. Eduardo SPERISEN, Guatemala

TRAINING: Mr. Sperisen seeks in-house training in the production, administration and marketing techniques used in light manufacturing industries.

BUSINESS: General manager/owner, since 1976, of Mimbres de Guatemala, a light manufacturing company employing 12 persons.

BACKGROUND: B.S., Industrial Engineering, University of Switzerland.



## ASIA AND THE MIDDLE EAST

[Q-13]

NAME: Mr. Hethuka GUNAWARDENA, Sri Lanka

TRAINING: On-the-job observation of marketing and management techniques of American firm producing and wholesaling of daily needs/household items.

BUSINESS: Director, W.J. Gunawardena and Sons, Ltd., 79 Stanley Tillekaratna Mawatha, Nugegoda, Sri Lanka.

[Q-14]

NAME: Ms. Mariam CHOWDURY, Bangladesh

TRAINING: Requests exposure to the marketing and production of feminine hygiene products, including sanitary napkins.

BUSINESS: Managing director and 70 percent shareholder, Femme Industries, Ltd., Dhaka. Also proprietor of Femme Enterprise, involved in general trade, including importing chemicals and secondhand clothing. Ms. Chowdury is currently involved in establishing the first women's sanitary napkin production in Bangladesh.

BACKGROUND: B.Sc. , Punjab University, Honors, 1968. Diploma in Business Administration, Dhaka University, 1970. Previously managing director and principal shareholder, Travelogue, Ltd., 1980-85; also executive vice president, Interspan Advertising and Marketing. Junior Executive, Shell Oil Company, Chittagong, 1974-1977.



[Q-15]

NAME: Mr. Habibulla HEMANI, Bangladesh

TRAINING: Mr. Hemani requests on-the-job exposure to low-technology assembling and marketing of toys.

BUSINESS: Managing director, Metro Textile Mills, Ltd. Mr. Hemani's company is establishing the 3 first sub-assembly of toys in Bangladesh for export in connection with Hong Kong manufacturers.

BACKGROUND: Formerly managing director, Master Toys, Ltd., a toy export company. Also director, Ittrial Industries, Ltd., a video games manufacturer. Currently, partner, Master Traders Co., an importer of yarn and plastics. Member, Dhaka Chamber of Commerce.



## ADDITIONAL NOMINEES

Presented in the following pages are additional nominees for Entrepreneurs International whose particulars were received after the initial printing of the binder. Categories of interest for these nominees are indicated by letter, not page number. Please refer to the supplemental table of contents for nominees in your area of interest.

**SUPPLEMENTAL TABLE OF CONTENTS FOR NOMINEE LISTINGS  
BY INDUSTRIAL CATEGORY**

- A. AGRIBUSINESS
- B. ACCOUNTING/BANKING/FINANCE
- C. CONSULTING/MARKETING/MANAGEMENT
- D. CLOTHING/TEXTILES
- E. FOOD PROCESSING
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- H. MACHINERY MANUFACTURE/METAL WORKING
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- O. PAPER PROCESSING
- P. HOTEL MANAGEMENT
- Q. MISCELLANEOUS

**A. AGRIBUSINESS**

**AFRICA**

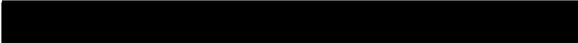
[AA-1]

**NAME:** Mr. Philippe LE VIEUX, Mauritania

**TRAINING:** Would like training in seed production techniques and marketing necessary to become eligible for contracts with World Bank, Food and Agriculture Organization and United Nations Development Project.

**BUSINESS:** Managing Director, Universal Development Corporation, 9 Brown Seward Street, P.O. Box 130. Port Louis, Mauritius. Company is involved in all aspects of producing agricultural products, including production, marketing, import-export, wholesale.

**BACKGROUND:** "O" Levels completed



[AA-2]

NAME: Mr. Almamy SYLLA, Mali

TRAINING: Mr. Sylla is interested in visiting a U.S. agro-pastoral institution in order to examine the way in which such facility operates and establish contacts for future business.

BUSINESS: Executive chairman, AGROPAM, S.A., a private company involved in industrial cattle fattening, agricultural production, production of food for cattle, raising poultry, milk production, etc. The company, which was created in 1984, employees a staff of nine professionals, but is currently on the verge of launching a major expansion program.

BACKGROUND: B.A. in rural economy and public administration. Previously served as senior international civil servant.

[REDACTED]

[AA-3]

NAME: Mr. Ousmane CAMARA, Mali.

TRAINING: Mr. Camara requests exposure to U.S. agro-pastoral and food-processing firms, with an eye to possibilities for foreign direct investment in a new company.

BUSINESS: Currently owner of several private schools, as well as a brokerage office offering international trade technical studies and financing.

BACKGROUND: University Degree.

[REDACTED]

[AA-4]

NAME: Mr. Mahamadou Nassirou BA, Mali

TRAINING: Mr. Ba is interested in receiving training in the field of private sector agricultural development, with emphasis on agriculture, livestock and import-export techniques. He also requests exposure to business management practices. He prefers training with an experienced agri-business firm.

BUSINESS: Shareholder and promoter, PARD-Mali, BP 204, Bamako, Mali. Company deals in agricultural production, cattle fattening and cattle breeding in selected areas of Mali.

BACKGROUND: Advanced University Degree in economics.

[REDACTED]

[AA-5]

NAME: Mr. William Edmund RANBY, ZIMBABWE.

TRAINING: Seeks training in seed production and sales techniques.

BUSINESS: Manager, National Tested Seeds since 1982, PLC, P.O. Box 2705 Harare, 706189. Company is involved in seed production, a crucial and strategically important industry for Zimbabwe.

BACKGROUND: "A" Levels completed.

[REDACTED]

#### LATIN AMERICA AND THE CARIBBEAN

[AA-6]

NAME: Mr. Winston MORRIS, St. Kitts

TRAINING: Mr. Morris requests training in dairy quality control and dairy laboratory techniques. The know-how he acquires through training will be transferred to persons directly involved in developing the country's small but growing dairy industry.

BUSINESS: General Manager, Bayfords Dairies Co., Ltd, a firm of 14 employees

BACKGROUND: Graduate-level certificates in Dairy Cattle Nutrition and Management, and Milk Processing and Dairy Management.

[REDACTED]

**B. ACCOUNTING/BANKING/FINANCE**

**AFRICA**

[BB-1]

**NAME:** Mr. Mamadou Baba SYLLA, Mali

**TRAINING:** Nominee requests exposure to operations of U.S. bank, with particular reference to loan procedures. He also desires to receive training in feasibility studies and financing of agro-industrial projects. Preferred site of training is San Francisco, and training should last no longer than three months.

**BUSINESS:** Sub Manager, Bank of Africa Mali, the first totally private bank in Mali. The bank was created in 1982 and is currently establishing itself as an alternative to other outside banks present on the Malian market. Nominee has overall responsibility for loan operations, as well as supervision of credit reviews by bank analysts.

**BACKGROUND:** Masters Degree in finance with emphasis on financial management and administration, University of Paris, 1981.



[BB-2]

NAME: Mr. Pierre A. de C. du MEE, Mauritius

TRAINING: Mr. du Mee requests training in corporate management techniques, with specific emphasis on financial modelling and investment appraisal using the latest computer techniques. Training should last no more than four weeks, and take place between 1 June and 15 September.

BUSINESS: Group financial controller (also director/company secretary of subsidiary companies), the Constance & La Gaité, S.E. Group of Companies. Mr. du Mee's duties include auditing, providing financial advice to the company.

BACKGROUND: Certified Accountant, Institute of Chartered Accountants, England, 1975. Member of several professional associations in the U.K. and Mauritius.



[BB-3]

NAME: Mr. Abdoulaye DAFPE, Mali

TRAINING: Nominee wishes to establish contacts with U.S. bankers and representatives of private companies interested in building business relationships with Malian private companies. Particularly seeks exposure to banking techniques and practices, especially in connection with credit and collections, as well as financial management.

BUSINESS: Deputy Director for Commercial Operations, Banque Malienne de Credits et de Depots, one of the few private banks operating in Mali. One of the bank's most important development activities is providing credit to small and medium-sized enterprises. Mr. Daffe's duties include review and processing of loan applications from businesses, calls on potential customers and follow-up of business relationships with other banks.

BACKGROUND: M.A., Finance, Universities of Buffalo and Alabama, 1981.

[REDACTED]





[CC-3]

NAME: Mr. Hassan Mohammed Salih El-MEK, Sudan

TRAINING: Mr. El-Mek would like to establish further contacts with U.S. firms with the possibility of acting as Sudan agent on behalf of those companies. He would also appreciate some exposure, if possible to management techniques in aviation and construction.

BUSINESS: Managing Director, Pacific Trading Company, Ltd., Khartoum. This conglomerate, founded in 1973, represents foreign firms in the Sudan. These firms include Lockheed Corp, Anglo Chemical Company, Volvo International, MAN, A.G., Oxford Welding Plants and many others from both the U.S. and Europe. Additionally, the company has interests in construction, engineering and consulting, livestock fattening, insecticides and ground transportation, and aviation.

BACKGROUND: University degree in law enforcement, University of Khartoum. Previously served as law teacher, assistant police commissioner for Khartoum and as managing director of African Cil Mills, the largest company of its type in the Sudan. Has studied in the U.K., United States and West Germany.

[REDACTED]

[CC-4]

NAME: Mr. Alain VALLET, Mauritius

TRAINING: Mr. Vallet requests training in marketing and sales techniques applicable to the bottling industry, with an eye on international distribution and marketing of bottled spirits.

BUSINESS: Manager for marketing and sales, Grays Bottling Plant, Ltd. since 1982. Mr. Vallet is involved with the development of the company's export department.

BACKGROUND: University-level certificate in Advanced Business Studies, City of London Polytechnic, U.K.

[REDACTED]

[CC-5]

NAME: Mr. J.M.P. GUIMBEAU, Mauritius

TRAINING: Mr. Guimbeau wishes to gain a better understanding of the U.S. market for tea.

BUSINESS: Executive manager, Cascade Limited, a company marketing agricultural products.

BACKGROUND: M.B.A., Louisiana State University.

[REDACTED]

[CC-6]

NAME: Mr. Raymond LAGESSE, Mauritius

TRAINING: Mr. Lagesses seeks training in management techniques with a U.S. trucking or road transportation firm. His particular areas of interest are computers in transport, spares management, workshop management, fuel saving techniques, costing in transport and maintenance systems.

BUSINESS: Manager, Mechanical Transport, Ltd., Port Louis.

BACKGROUND: Post-secondary Certificate in Technical Road Transportation, U.K.  
Apprenticeship of the Chartered Institute of Transport, U.K.



[CC-7]

NAME: Laurence MULLER, Mauritius

TRAINING: Nominee requests training in management techniques associated with private medical care organization.

BUSINESS: Manager, Clinique de Lorette, Port Louis, a nursing education facility.

BACKGROUND: General nursing and midwifery degrees, U.K. Extensive nursing and nursing management experience in U.K. hospitals over the past 30 years, as well as courses in business management at University of Mauritius..



LATIN AMERICA AND THE CARIBBEAN

[CC-8]

NAME: Mr. Fernando FERNANDEZ, Bolivia

TRAINING: Mr. Fernandez wishes to contact U.S. firms with the objective of accumulating experience and establishing contacts in order to promote small business in Bolivia, increase private investment possibilities, expand job markets and increase internal savings.

BUSINESS: Owner/manager, PANDA, a children's clothing factory. Mr. Fernandez also holds membership in the National Federation of Small Entrepreneurs and is director of the Social, Economic and Technological Assistance Institute, a local non-profit organization established to support the development of small industries.

**D. CLOTHING/TEXTILES**

**LATIN AMERICA AND THE CARIBBEAN**

[DD-1]

**NAME:** Mr. Jorge ARANGUIZ, Bolivia .

**TRAINING:** Nominee requests an internship with a small U.S. textile factory run by Spanish-speaking personnel producing nylon stockings and acrylic socks.

**BUSINESS:** Manager of small textile firm in La Paz which produces stockings and socks.

**BACKGROUND:** Law Degree, University of Chile, 1970.



[DD-3]

NAME: Ms. Petronia ELIBOX, St. Lucia

TRAINING: Mrs. Elibox is the designer for a small but growing garments manufacturer. The company would like for Mrs. Elibox to work side by side with a women's garment designer associated with a small U.S. clothing manufacturing firm to learn techniques for selecting designs for and marketing women's clothing.

BUSINESS: Designer of women's clothing, Win Fashions, a small manufacturer of blouses, skirts, pants and dresses, as well as garment accessories.

BACKGROUND: Secondary education with emphasis on design.



**E. FOOD PROCESSING**

**LATIN AMERICA**

[EE-1]

**NAME:** Mr. Michael DAVY, Barbados

**TRAINING:** Mr. Davy wishes to gain experience in a small, quality pasta-making operation in the U.S. He would like specific exposure to general management, financial control, product development, quality control, stock control and packaging.

**BUSINESS:** Owner, Davy Agro-Industries, Ltd., a small, rapidly-growing pasta operation employing 8 persons.

**BACKGROUND:** B.A. Economics, University of the West Indies, 1973.



[EE-2]

NAME: Mr. Alfonso Velasquez, Peru

TRAINING: Mr. Velasquez requests training in the areas of marketing strategies and trading needs and preferences of U.S. importers of dried vegetables. He would also like exposure to freezing processes for exotic fruits (mango, pineapple and papaya) and vegetables (beans, broccoli).

BUSINESS: General manager, PROEX, an agricultural products processing and export firm. Created in 1976, Proex is currently one of Peru's most active companies engaged in exporting agricultural products. The company is an important source of employment for low-skill labor and provides much needed foreign exchange to the Peruvian economy.

BACKGROUND: B.Sc. Economic Engineering, National Engineering University of Peru.

[REDACTED]

[EE-3]

NAME: Mrs. Patricia Bayne, St. Lucia

TRAINING: Mrs. Bayne desires to gain experience in a small, European-style pastry-making operation in the U.S. She seeks experience particularly in the areas of general management, financial control, stock control and quality control. She would like first-hand experience in the production of up-market items, such as Danish pastries, French pastries, croissants and quality whole grain breads.

BUSINESS: Owner/manager of a small, but rapidly-growing pastry business.

BACKGROUND: Post-secondary secretarial certificate.



**P. CHEMICALS/PETROCHEMICALS**

**AFRICA**

[FF-1]

**NAME:** Mr. Harold Ng Kwing KING, Mauritius

**TRAINING:** Nominee desires training in raw materials procurement, logistics and world market trend analysis as they relate to the manufacture of chemical fertilizers. He would also appreciate exposure to technical consulting practices in the field of fertilizer manufacture.

**BUSINESS:** Plant Manager, The Mauritius Chemical and Fertilizer Industry, Ltd, Port Louis. Nominee supervises 5 departmental managers, 7 engineers and 300 employees. He is responsible for plant management, consisting of production, maintenance, process/project engineering, raw materials handling, quality control, safety and security aspects. Also raw materials logistics, planning and procurement, company budgeting and strategic decision-making.

**BACKGROUND:** B.Sc., Engineering, University of Leeds, U.K. Member of American Institute of Chemical Engineers and Mauritian professional societies.

[REDACTED]

LATIN AMERICA AND THE CARIBBEAN

[FF-2]

NAME: Mr. Enrique VELASCO, Bolivia

TRAINING: Nominee is interested in internship with company that uses natural resources in the production of chemical and pharmaceutical products.

BUSINESS: President, INQUIBOL (Bolivian Chemical Industries), a small enterprise that manufacture s pharmaceutical products.

BACKGROUND: Mr Velasco has been active in the fields of science research, technology and development. He is a member of the Scientific Research Council of the Peruvian National Academy of Sciences and President of the Association of Small Industrialists.

[FP-3]

NAME: Mrs. Maria Antonieta Bonilla de MANN,  
Peru

TRAINING: Nominee requests training with a firm manufacturing coloring agents and fragrances. She would like to broaden her knowledge of the creation and manufacture of flavors and fragrances, improve quality control of raw materials and finished goods and learn manufacturing techniques for natural powder flavor materials.

BUSINESS: Technical manager in charge of laboratory, Sabores Globe del Peru, S.A., a leader of Peru's colors and flavors industry, which began operations in 1969. The company is actively engaged in developing technologies for processing peruvian natural products (such as turmeric fingers and black/purple maize) to provide natural colors and flavors.

BACKGROUND: B.Sc., Pharmacy, 1962.



**H. MACHINERY MANUFACTURE/METAL WORKING**

**LATIN AMERICA AND THE CARIBBEAN**

[HH-1]

**NAME:** Mr. Rene UGARTE, Bolivia

**TRAINING:** Mr. Ugarte requests an internship with a U.S. firm engaged in small scale metal working, with emphasis on kitchen ware and repousse work. He requests an enterprise with Spanish speaking staff.

**BUSINESS:** Mr. Ugarte runs his own small metal workshop.



[HH-2]

NAME: Mr. Daniel CALLAU, Bolivia

TRAINING: Nominee wishes to undergo internship at a small metal workshop/factory that produces solar heaters, gas furnaces, canopy metal structures and assorted metal workshop products. He requests a firm with Spanish-speaking staff.

BUSINESS: Manager, Termosol, a small firm manufacturing solar heaters, gas furnaces, and other assorted metal products.

BACKGROUND: Nominee completed post-secondary vocational studies as an electrical technician and has attended a number of seminars in fields related to the development of small industries at the regional level. He has also attended short courses on lighting techniques, electrical installation, production of solar powered heaters and the uses of solar photovoltaic energy.

[ HH-3 ]

NAME: Mr. Ricardo NUNEZ, Bolivia

TRAINING: Nominee requests training with U.S. firm in the following areas: reconstruction/reconditioning of spare parts for printing presses; garment-making equipment; equipment for manufacturing food and medicine containers and agricultural and engineering tools. He requests a company having Spanish speaking personnel.

BUSINESS: Owner, San Pedro Precision Machine Workshop. Company repairs all types of manufacturing equipment.

BACKGROUND: Post secondary studies in precision machining and draftsmanship, Lima, Peru. Formerly instructor at National Vocational Training Service of Colombia. Also was machinery and heavy instruments instructor at National Vocational Training Service of Peru.

## I. FURNITURE

### LATIN AMERICA AND THE CARIBBEAN

[II-1]

NAME: Mr. Felix GOMEZ, Bolivia

TRAINING: Nominee requests on-the-job training in wood drying, furniture production and assembly, furniture finishing and furniture design.

BUSINESS: Owner, small lumber/furniture manufacturing operation operating in Santa Cruz, Peru's second largest city.

BACKGROUND: Mr. Gomez has participated in a number of short training courses in lumber drying, standardization of doors and windows, wood treatment and costing, as well as basic courses on trade for small businessmen. He has attended a number of national and international conferences dealing with furniture design and production, commercialization of wood and furniture production and production costs in furniture industries.

[II-2]

NAME: Mr. Juan Carlos RIVEROS, Bolivia

TRAINING: Mr. Riveros requests training in a furniture manufacturer staffed with Spanish-speaking personnel. He wishes to spend two weeks learning furniture production techniques and two weeks focussing on furniture finishing.

BUSINESS: Owner, small lumber furniture factory.

BACKGROUND: Nominee has attended a number of short courses and seminars in fields such as industrial productivity, sawmill and related forestry industries and marketing research.

**J. ELECTRONICS/INFORMATICS**

**AFRICA**

[JJ-1]

**NAME:** Mr. Louis Paul MAUJEAN, Mauritius

**TRAINING:** Nominee wishes to establish contact with U.S. firms promoting advanced technologies in the field of micrographics connected to data processing equipment.

**BUSINESS:** Production manager, responsible for new products and local marketing, Flowers of the World, Ltd. Directly responsible for integration of IIE and IIC software into company's operations.

**BACKGROUND:** University degree in Business Management, France. Graduate Studies in Political Science, Institute of Political Science, Paris, France. Formerly represented Mauritian government in France and Australia on behalf of Mauritian businesses.



[JJ-2]

NAME: Mr. Emmanuel Michel FLEURANT, Mauritius

TRAINING: Mr. Fleurant requests training in the use of micro-processors in forward planning, production and production layout as they relate to the -sugar refining industry. He additionally would like to focus on the utilization of modern automation in production layout and its adaptability when coupled to microprocessors.

BUSINESS: Plant manager and engineer, Gray's Refinery, Ltd. since 1980.

BACKGROUND: M.S., Food Technology, Louisiana State University.



[JJ-3]

NAME: Mr. Cyril Lee Yan Chee KIM LING,  
Mauritius

TRAINING: Nominee requests training in the  
advanced programming in U.S.  
software/systems design firm.

BUSINESS: Systems analyst/managing director,  
G.I.D., Ltd., Port Louis. Company  
engages in consultancy, systems design,  
systems implementation and follow-up for  
clients in government ministries of  
Health, Agriculture and Education, as  
well as in textile, plastic and printing  
industries.

BACKGROUND: Post-M.A. Diploma in Industry, 1980.  
M.A.-equivalent Diploma in Computer  
Science, 1981, University of Pierre and  
Marie Curie, France.



**L. LEATHER GOODS MANUFACTURE**

[LL-1]

**NAME:** Mr. Hasimook P. NARAN, ZIMBABWE

**TRAINING:** Mr. Naran seeks new approaches and ideas for the manufacture and marketing of leather footwear for export to other African nations.

**BUSINESS:** Managing Director and Chairman, Conte Shoes, Ltd., Harare. Also managing director of Cobbler & Monticraft Shoes. Since taking over Conte shoes, Mr. Naran has trebled production without increasing company workforce. His market in surrounding countries has expanded substantially and Conte brands are known for their high quality. Mr. Naran has increased production at Monticraft shoes by 50 percent since taking over in September 1986, through quality improvements and new marketing strategies. The two companies employ a total of approximately 100 employees and have a combined daily output of 400 pairs of shoes per day. Mr. Naran hopes his U.S. training will reveal new ideas and means to motivate his employees to increase production to higher levels.

**BACKGROUND:** B.Sc., Economics, North London Polytechnic, U.K.



## O. PAPER PROCESSING

### AFRICA

[00-1]

NAME: Dr. Dennis NYAMUSWA, Zimbabwe

TRAINING: Nominee requests training in production techniques and marketing of stationery and rubber stamps. Would also like to study American thinking on styles of business leadership. Additionally, if possible, nominee would like to arrange for training in the management and administration of hotels and furniture manufacturing concerns. Ideally, training should last no longer than twelve weeks and should provide not only exposure to manufacturing and management techniques, but the opportunity to establish contacts for purchases from U.S. companies. Nominee already purchases inputs from other foreign firms.

BUSINESS: Managing Director, Tsoro Products, Ltd. Company manufactures supplies of stationery, business machines and school furniture. Also managing director of Sanganayi Inn, a night club/bar also offering catering.

BACKGROUND: Ph.D., Fairleigh Dickinson University, 1976. Formerly professor at Philadelphia's Temple University.



## Q. MISCELLANEOUS

### AFRICA

[00-1]

NAME: Mr. Eric So Ha MA FAT, Mauritius

TRAINING: Mr. Ma Fat seeks to undertake a short-term internship with a U.S. consulting firm with special emphasis on arranging import-export agreements. With this in mind, he wishes to learn about U.S. market conditions and export-import regulations. He wishes also to develop business relations with U.S. firms in order to compare notes on marketing, product management and product development. Joint ventures with U.S. companies are a possibility.

BUSINESS: Project analyst, Rogers and Company, Ltd., a Mauritian conglomerate with interests in shipping, aviation, trading, engineering, hotels and tourism, as well as manufacturing for local and export markets and sugar production. In his current position, Mr. Ma Fat is responsible for feasibility studies for a range of products for the local market and for export, such as textile manufacturing and assembly of electronic products. He has travelled extensively in quest of joint ventures.

BACKGROUND: Bachelor's degree equivalent in economics, University of Bordeaux, France, 1975, with emphasis on development. Graduate coursework in management and economics.

[REDACTED]

[00-2]

NAME: Mr. Roger JULLIENNE, Mauritius

TRAINING: Mr. Jullienne seeks to establish contacts with U.S. business(es) in order to further business contacts with his own company and acquire new ideas for management and production technologies.

BUSINESS: Executive Director, Ireland Blyth, Ltd., a conglomerate with interests in electronics, livestock feed production, oil refining, cement and paint manufacture and rubber, as well as other areas.

BACKGROUND: College-level certificate in accounting. Mr. Jullienne has held positions as assistant accountant for a tea plantation, and managing director of Emmanuel Cadet Co., Ltd.

[REDACTED]

[00-1]

NAME: Captain Rene SANSON, Mauritius

TRAINING: Mr. Sanson wishes exposure to management and administration techniques with an American shipping firm, with emphasis on ship agency, ship crewing and ship chartering. He would also like to establish contacts with U.S. shipping firms in the hope of establishing shipping chartering agreements.

BUSINESS: General Manager, Ship Management Section, Rogers and Company. Company is first and only ship management firm in Mauritius.

BACKGROUND: Mr. Sanson has extensive experience in ship's officer's duties, having served in the Mauritian Merchant Navy. He obtained First Officer's and Master's shipping certificates in the U.K., as well as a B.Sc. degree from Plymouth University, U.K. in 1970. Member, Royal Institution of Naval Architects. Additional directorships in several other shipping and cargo companies.



[00-2]

NAME: Mr. J.R. Maurel, Mauritius

TRAINING: Mr. Maurel wishes to learn the fundamentals of design of air conditioning installations, a field in which there are very few competent engineers in Mauritius, with an eye to branching his operation into this field. Nominee also feels he would benefit greatly from exposure to American-style management techniques. Requests training of no longer than four weeks.

BUSINESS: Sole Managing Director, System Building, Ltd., a company which specializes in engineering services contracts in following fields: electricity, plumbing, heating and ventilation. His company also carries out consultancies for electrical and plumbing jobs and provides turnkey engineering services for clients.

BACKGROUND: B.Sc. (Honors), Electrical Engineering, Loughborough University of Technology, U.K. Higher Diploma of Business Administration, University of Mauritius. Mr. Maurel has previously provided contract services to the U.S. Naval Base at Diego Garcia.

[REDACTED]

LATIN AMERICA AND THE CARIBBEAN

[00-3]

NAME: Ms. Ana Maria de ROMANA, Peru

TRAINING: Ms. de Romana requests training in all activities of a U.S. international trading firm, with special emphasis on import-export management, counter trade and techniques for participating in national and international bids as public tenders.

BUSINESS: Management Assistant, International Division of Graf, S.A., an import-export firm representing numerous foreign brand names in Peru. Ms. de Romana currently supervises company's bids to the Peruvian government to purchase and import basic foodstuffs. Company already imports rice and beef for the government.

BACKGROUND: University degree, University of Madrid, Spain, 1981.

[REDACTED]

[00-4]

NAME: Mr. Odith HEERASING, Mauritius

TRAINING: Mr. Heerasing requests training in the U.S. insurance industry dealing with specifically with management, administration and new product lines.

BUSINESS: General manager, own insurance company. 20 years experience.

BACKGROUND: University-level degree.

[ 00-5 ]

NAME: Mr. Ivo UCOVICH, Peru

TRAINING: Mr. Ucovich requests training in the use of computers in the evaluation and control of mining processes. He would also like to become acquainted with state-of-the-art equipment and techniques which might be used to modernize and automate his concentrating operations in order to reduce his production costs.

BUSINESS: Executive Director, CIA Minera Chungar, S.A., a family-owned lead and zinc mining enterprise employing 270 workers and supervisors and an administrative staff of 30. The firm uses cut and fill exploitation techniques and extracts ores via vertical shaft. Milling capacity of concentrators is 250 DMT per day with a final product of 10 DMT of lead concentrates and 70 DMT of zinc concentrates.

BACKGROUND: B.Sc., Metallurgical Engineering, Lafayette College, Pennsylvania, 1965.  
M.B.A., University of Pittsburgh, 1966.

[REDACTED]

[00-6]

NAME: Mr. Uldarico OSSIO, Peru

TRAINING: Mr. Ossio requests training in product development in the field of corrugated board containers. Specifically, he seeks to learn more about die-cutting and additional uses of corrugated board, in order to introduce new techniques in the production process. Additional knowledge of advanced techniques in this industry will be most important as his company expands its product line.

BUSINESS: General manager, COPAC, a small enterprise producing corrugated board containers. The company employs 60 workers, and Mr. Ossio has overall responsibility for all production and administration.

BACKGROUND: B.Sc., Agronomy, Catholic University, Spain. General Studies, University of California, 1955-56.

[REDACTED]

## FOR MORE INFORMATION

The Agency for International Development has, for over 25 years, been the principal United States Government entity for the programming and disbursement of economic assistance to nations of the Developing World. Part of the U.S. Department of State, AID was created by the Foreign Assistance Act of 1961. Since the 1970s, AID's philosophy of development has evolved substantially, shifting from support for large infrastructure projects to the goal of addressing basic human needs and social development in the Third World. Today, AID is involved in every aspect of the development process, including agricultural and industrial assistance, as well as technical training for Third World citizens. AID Missions in over 60 Developing countries coordinate US development efforts with local governments.

Since 1981, under the guidance of Administrator M. Peter McPherson, the Agency has placed increased emphasis on the role of the private sector in the

development process and in bilateral assistance programs. The genesis of Entrepreneurs International flows from the basic belief that emphasis on private enterprise is unequivocally the most rapid and efficient economic development approach, as well as the most effective use of taxpayers' dollars. In support of this effort, it is important that both business and AID develop mutually reinforcing relationships. Through trade and investment, U.S. companies can increase profits and make a greater contribution to development.

If further questions arise after this conference regarding any aspect of Entrepreneurs International, please feel free to contact:

Joyce Kaiser  
Assistant Director for Participant Programming  
Office of International Training  
Agency for International Development  
SA-16, Room 201  
Washington, DC 20523  
Tel. (703) 235-1879

**COUNTRIES PARTICIPATING IN  
ENTREPRENEURS INTERNATIONAL**

**AFRICA**

Botswana  
Burkina Faso  
\*Burundi  
\*Cameroun  
\*Cape Verde  
Chad  
\*Cote d'Ivoire  
Ghana  
\*Guinea Bissau  
Kenya  
Liberia  
Malagasy Republic  
Mali  
Mauritania  
Mauritius  
\*Morocco  
\*Nigeria  
\*Senegal  
\*Somalia  
Sudan  
South Africa  
Swaziland  
Togo  
\*Tunisia  
Zaire  
Zambia  
Zimbabwe

LATIN AMERICA

Barbados  
Belize  
Bolivia  
Colombia  
Dominican Republic  
Ecuador  
Guatemala  
Haiti  
Honduras  
Jamaica  
Mexico  
Panama  
Paraguay  
Peru  
Salvador

ASIA

Bangladesh  
Fiji  
Jordan  
\*India  
Indonesia  
\*Nepal  
Pakistan  
\*Philippines  
Sri Lanka  
\*Thailand

\* Stars indicate those A.I.D. countries which will join  
Entrepreneurs International in the near future.